

**DePauw University Faculty Meeting Minutes  
February 6, 2017**

**1. Call to Order – 4 p.m. Union Building Ballroom**

The meeting was called to order at 4:02 p.m. by the chair Howard Brooks.

**2. Verification of quorum**

The chair confirmed that the quorum was met at 4:06 p.m.

**3. Consent Agenda**

**Approve Minutes from the December 5, 2016 Faculty Meeting**

There was no request to move anything from the consent agenda to a regular item of business. The consent agenda was approved.

**Reports from Core Committees**

**4. Faculty Priorities and Governance (Glen Kuecker)**

Welcome back to a new semester. As we move forward with making committee assignments, the committee will work with the Chair of the Faculty in filling positions. We strongly encourage everyone to step forward to volunteer for committee service. Rewarding opportunities abound. Earlier today I emailed the faculty with information calling for three volunteers to serve on RAS. We need one representative from Arts, Social Science, and Math, Computational, and Natural Sciences. Please contact John Caraher if you need more information, and let Howard Brooks and myself know if you are willing to do this important work.

**Written announcements:** Continuing committee members are: Bryan Hanson (Faculty Development Committee), Francesca Seaman (Curricular Policy and Planning Committee), Robert Hershberger (Faculty Personnel Policy and Review Committee), Tim Good (Student Academic Life Committee), Howard Brooks (Chair of the Faculty), Pamela Propsom (directly elected), Glen Kuecker (directly elected and committee chair). The committee has a new member, Elissa Harbert (School of Music representative).

The committee meets each Wednesday from 1230-130. Spring semester our main work will focus on: [1] facilitating conversations about the university's centers; [2] recruitment, review, and retention of senior administrators; [3] confidentiality policies; and [4] CLA internal governance.

We call your attention to upcoming elections for committee positions, and encourage all to evaluate their university service obligations and volunteer for committee work.

The chair is happy to answer any questions, and wishes all wonderful start of the semester.

**5. Curricular Policy and Planning (John Caraher)**

**A. Resource Allocation Subcommittee (RAS): Membership and Handbook Changes**

The handbook charges the Curriculum Committee with appointing the members of RAS within certain broad constraints, and the committee plans to renew RAS do fall within those bounds. However, we believe it better to make the handbook language reflect more directly our plans for constituting the committee. We also believe that the existing language regarding the recommendations RAS makes does not reflect our intentions to implement a developmental model, within which "granting or not granting" requests will not

be the only possible recommendations.

Therefore, the Curricular Policy and Planning Committee moves that the faculty approves changes to the handbook language governing the function and membership of the Resource Allocation Subcommittee given below

Current handbook language:

**X. Standing Appointed Committees**  
**A. Resource Allocation Subcommittee**

1. *Function.* The Resource Allocation Subcommittee (RAS) is a subcommittee of Curricular Policy and Planning Committee. RAS considers those requests for new faculty members forwarded to RAS by the Vice President for Academic Affairs, and sends to the Curricular Policy and Planning Committee their recommendations concerning granting or not granting requests. RAS shall be appointed by Curricular Policy and Planning Committee as needed.

This committee reports to and is appointed by the Curricular Policy and Planning Committee

2. *Membership.*

*Faculty membership:* Nine (9) appointed representatives; one from each curricular area (4), two (2) at-large representatives, and three (3) representatives from the Curricular Policy and Planning Committee.

*Administrative members:*

Voting: None.

Ex Officio (without vote): Vice President for Academic Affairs or representative.

*Staff members:* None.

Proposed changed text:

RAS considers those requests for new faculty members forwarded to RAS by the Vice President for Academic Affairs, and sends to the Curricular Policy and Planning Committee their recommendations ~~concerning granting or not granting requests.~~

~~*Faculty membership:* Nine (9) appointed representatives; one from each curricular area (4), two (2) at-large representatives, and three (3) representatives~~ members; the five (5) faculty members of the Curricular Policy and Planning Committee, and one from each curricular area (4). In appointing the representatives from each curricular area, the Curricular Policy and Planning Committee shall avoid appointing faculty members whose departments or interdisciplinary programs have submitted, during the current academic year, a request for a new faculty member.

The motion was approved by a show of hands.

**6. Faculty Personnel Policy and Review (Meryl Altman)**

**Written announcement:** The regular work of the Review Committee continues.

## **7. Faculty Development (Susan Anthony)**

### **Announcements:**

In support of the Power, Privilege, and Diversity (PPD) requirement, Dr. Lisa Brock of the Arcus Center for Social Justice Leadership at Kalamazoo College will give a talk on Thursday, May 25, at 7:30 p.m. that will be open to all faculty and staff. Dr. Brock will lead a workshop on Friday, May 26 that will serve as the kick-off event for the Summer 2017 Learning Community made up of nine faculty who receive summer stipends to develop (or significantly revise) PPD courses, and for faculty who will serve as resource faculty for the learning community.

Faculty who wish to apply for the PPD summer stipend may use the online form for Summer Stipends (on the Faculty Development webpage) and specify that they are applying for the PPD stipend. Applications are due by April 5, 2017. Those interested in serving as resource faculty are requested to send a brief statement of interest to Susan Anthony ([santhony@depauw.edu](mailto:santhony@depauw.edu)), also by April 5.

A faculty workshop in support of the International Experience (IE) requirement is scheduled for May 30, May 31, and June 1. Workshop organizers are Mona Bhan and Howard Pollack-Milgate. Details about participation will be forthcoming.

## **8. Student Academic Life (Tim Good)**

**Written announcement:** The Student Academic Life Committee is addressing food scarcity for students, the university's Demonstration Policy, and a possible Honor Code.

Question from Faculty Member – What does possible food scarcity for students mean?

Response from Tim Good – Yes, you read it correctly. Student at the end of the semesters are running out of food swipes which makes them have nothing to eat. We are currently working with everyone and trying to get real numbers and address the situation.

## **Reports from other Committees**

## **9. University Strategic Planning Committee (Jackie Roberts)**

### **Written announcement:**

The committee continues to hear brief reports from each VP/Senior advisor on organizational structure, budgetary challenges and potential initiatives in each of their areas. The four elected faculty members are working with President McCoy and the Cabinet on the new University Strategic Map and are attending the Board of Trustees meeting in Florida later this month.

Question from faculty member – To follow up from the last meeting the report was supposed to be shared in December and we are still waiting on it.

Response from Anne Harris– With the new administration we are still hearing reports and trying to still come up with plan of the strategic plan. Hopefully, by the end of the semester we will have a report.

## **10. Diversity and Equity Committee (Veronica Pejril)**

### **Motion to change the Academic Handbook:**

Change in the function of the Diversity and Equity Committee: ~~Deleted material in strikethrough:~~

In matters regarding diversity, inclusiveness, and equity, the Diversity and Equity Committee advises the administration and the 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; and annually reviews and assesses aspects of the University's efforts to attract and retain a diverse campus community.

**Rationale:** The committee unanimously agreed that the "presents educational sessions for all employees" clause does not reflect the work of this committee in its history. The committee believes it would be wise to consider removing this clause from our charge. While the committee's work does often help catalyze training-type sessions through its policy-advice, we aren't actually on the front-lines of that training. In light of the function of campus entities such as BIRT and BEAT, we feel this language is confusing.

The motion was approved by a show of hands.

### **11. Honorary Degrees and University Occasions Committee (Debby Geis)**

Request for nominations for honorary degrees in 2018

## **Communications**

### **12. Remarks from the President (Mark McCoy)**

President McCoy explained the departure of Vice President for Admission and Financial Aid Anthony Jones. He discussed the challenging admission scene. He is excited about the work of the campus community with Dartlet and Credo and the positive impact of these efforts on the future of the university. Although we may still face difficult recruiting seasons, he is optimistic about the long term future of DePauw and our unique ability to develop students who are life-long learners and leaders.

### **13. Remarks from the VPAA (Anne Harris) Follow-up on salaries discussion**

#### **1. Follow-up on salaries discussion**

- a. Brand new GLCA scale (from latest AAUP, with average and mean)
- b. The salary scale that we use (no one is below scale; included in letters this summer)

#### **2. Hanover Research data**

- a. Research firm to assist us with external research – discussion with Curriculum Committee re: new programs: not to approve, but to shape for our audiences
- b. Student Perception survey – an example of the work they can do; done for Admission in December of 2016
- c. Last figure: 84% of students came to college knowing what they were going to major in; 52% would go on to choose their major because of a class they took: this is a call to the 100-level introduction class – that is where the shift in majors occurs.
- d. I am working with Carol Smith to determine a site (most likely Moodle) where this, and other University-commissioned reports can reside for faculty discussion – all of these reports will be connected with a committee, which will be identified so that you can register your feedback with that committee chair (or with me, as you wish).

### 3. Admissions recruiting

- a. pick up from Admission conversation
- b. plan under discussion with Cindy now for departmental representative and follow-ups after visits: the personal connection is key to students' decision

### 4. Web sites worth checking in on:

#### a. Reports from the Field Blog

- i. <http://www.deansatdepauw.com/>
- ii. latest entry from Jeane Pope on the Sustainability conference (point out others)
- iii. Comes out every 2 weeks, designed to be a resource for tool kits, speakers

#### b. Student Support Working group

- i. Meets Tuesdays from 6-7 p.m. in Julian 300 – resource and communication
- ii. Aliza Frame and Susan Hacker – e-mail providing links to resources

### 5. AAC&U (DPU team: John Caraher, Curriculum Committee chair, and Tamara: presenting

- a. Tamara's success:
  - i. <https://www.insidehighered.com/news/2017/01/26/research-midcareer-professors-makes-case-support-after-tenure>
  - ii. Hopefully will present this research – incredibly well received
  - iii. Providing a language/series of trajectories to understand faculty engagement
- b. Regaining Public Trust – the main theme (ended dramatically with Jelani Cobb, professor of journalism at Columbia University, holds a PhD in History)
- c. Lots of talk of mission of education – John Dewey
  - i. *Self-Realization as the Moral Ideal* (1893)
  - ii. It is no accident that all democracies have put a high estimate upon education; that schooling has been their first care and enduring charge. Only through education can equality of opportunity be anything more than a phrase. Accidental inequalities of birth, wealth, and learning are always tending to restrict the opportunities of some as compared with those of others. Only free and continued education can counteract those forces which are always at work to restore, in however changed a form, feudal oligarchy. **Democracy has to be born anew every generation, and education is its midwife.**
  - iii. That was AAC&U – DePauw has its own story
- d. Dartlet and Credo **helping us to coalesce our passion** (mission, vision, values)

And so, I want to end on this threshold moment, as we prepare for Dartlet and Credo to present us with ideas that we will shape for DePauw's future. And I want to present to you a realization I've had about why this is intense and engaging work, about why shaping a mission and shaping lives is a passionate endeavor: **We do what we do within the blind faith of a sacred trust.**

Our predecessors could not have known who would go on to become a Republican Vice-President, or the CEO of Teach for America or an award-winning novelist, or a health care entrepreneur. Of the 23 faculty members who taught Ben Solomon, not a one knew that he would win the Pulitzer Prize in Journalism. We won't ever know which students are going to become CEOs, or federal judges, or break-through scientists; or an adoptive father of three, or a faithful friend to many, or a kind mentor to future students.

All we can do, and what we can all do, is to teach each and every one of our students towards their best contribution to the world, with faith in them and trust in the power of education.

Our motto is: the college is the light and the glory of the republic (decus lumenque rei publicae collegium) – it's just a motto (albeit a really good one) – we are now in the exciting moment of articulating and championing what it means to live it.

#### **14. Remarks from the Dean of the Faculty (Carrie Klaus)**

Applications are invited for a three-year position as Faculty Development Coordinator (July 1, 2017-June 30, 2020). To apply, please send a short (one-page) letter to Dean of Faculty Carrie Klaus ([cklaus@depauw.edu](mailto:cklaus@depauw.edu)) describing your interest in the position and the experiences and skills you would bring. The deadline for receipt of letters is **Wednesday, February 15**. The Faculty Development Committee will interview applicants soon after that date.

Nominations are invited for the 2016-2017 United Methodist Exemplary Teaching Award. This award, sponsored by the United Methodist Church with funds supplemented by a generous gift from George and Virginia Crane, is given to one or more faculty members each year who "exemplify excellence in teaching; civility and concern for students and colleagues; commitment to value-centered education; and service to students, the institution, and the community." Please send nominations to Dean of Faculty Carrie Klaus ([cklaus@depauw.edu](mailto:cklaus@depauw.edu)) by **Wednesday, February 15**. Nominations are most helpful if they include evidence of how the nominee satisfies the criteria for this award. Nominations should be no more than 250 words in length.

#### **Additional Business**

#### **15. Unfinished Business**

##### **Motion to change the Academic Handbook:**

The faculty approves a series of changes to the Academic Handbook related to the changed positions of the Dean of the School of Music and the Associate Dean of the School of Music, and to recognize the role of program directors and program coordinators. (Text of the changes is a separate document to allow our discussion to refer to specific page numbers within the changes. Copies of the document are distributed with the agenda.)

**Rationale:** In 2011 the nature of the position of the Dean of the School of Music was changed significantly. The Dean sits on the Presidents' Cabinet and has numerous administrative duties. This impacts the role of the Associate Dean of the School of Music. In the new configuration, the Associate Dean of the School of Music assumes many of the duties of a Department Chair. The Faculty Priorities and Governance Committee, the Faculty Personnel Policy and Review Committee, and the faculty in the School of Music considered, rewrote, revised and refined the language that is being proposed in this motion. In those areas where mutual agreement with the administration is needed, the Vice President for Academic Affairs and the Dean of School of Music have agreed with the changes.

In addition to the change in the Dean of the School of Music, in 2011, the School of Music faculty lines were set at a fixed number and removed from the oversight process conducted by the Curricular Policy and Planning Committee. The new handbook language clarifies the membership on departmental and school committees related to the personnel. The Vice President for Academic Affairs, and the Dean of the School of Music are prevented from serving on search, personnel, and full-time position request committees. The role of the full-time position request committee within the School of Music is defined in these changes. The personnel policy changes required by the elevation of the Dean of the School of Music to service on the Presidential Cabinet are also included.

In an effort to minimize motions, this new language also recognizes the role of program directors in the faculty personnel committees and the personnel process.

While the length of the text associated with these changes is significant, and many of the changes are significant, it is critical that we approve the entire set of changes to bring our Academic Handbook and academic operations into agreement.

The motion was made by Meryl Altman and seconded by Nicole Brockmann. It passed with a secret ballot: 101 yes, 6 no, and 4 abstain.

## **16. New Business**

**Motion** (Rebecca Alexander, Mona Bhan, Kristina Boerger, Angela Castañeda, Nahyan Fancy, Derek Ford, Doug Harms, Glen Kuecker, Alejandro Puga)

The voting Faculty of DePauw University stands in opposition to President Trump’s Executive Order, “Protecting the Nation From Foreign Terrorist Entry into the United States.” The Executive Order is at best constitutionally questionable, potentially illegal, and enacted without due consultation with legislatures and pertinent agencies and departments of the US government.

We endorse the statement made by the Association of American Universities, <http://www.aau.edu/news/article.aspx?id=18366>

As members of the community of scholars, we oppose the Executive Order due to the significant disruption to our profession and the important role research and teaching provides society. In response to the Executive Order many universities are advising students, faculty, and staff not to travel outside of the United States. We find this consequence of the Executive Order to be an unacceptable burden, restraint, and assault upon higher education.

We find the Executive Order to undermine core values of DePauw University. It is contrary to the highest moral and ethical standards that the university’s Academic Handbook demands that we uphold. It violates freedom of religion by creating a religious test for entry into the United States. It is prejudicial to the free exchange of ideas and people. The Executive Order is hostile to the spirit and high moral purpose of accepting refugees seeking safety and security. It has created chaos, uncertainty, and fear that is contrary to the core mission of a university dedicated to international education.

We affirm our steadfast support for the rights of DePauw University’s international students, faculty, and staff.

The motion was made by Doug Harms and seconded by Mona Bhan.

Prof. Harms opened the debate with these comments:

“I want to speak in favor of this motion. Last December I shared with you that I generally avoid risks, preferring to research and study a problem, taking action only after significant contemplation. I also shared with you that I believe this is not the wisest approach to take regarding our current US Presidential administration.

Many members of our community (students, staff, and faculty) are scared to death about the promises Mr. Trump made during the election, many of which he has started to fulfill by various executive orders. I

believe these vulnerable communities have every reason to be scared. I believe what these members of our community want is to know that DePauw has their back and will stand with them during these troubling and turbulent times.

It's easy to have someone's back when there is no risk involved, and I believe this is what the administration did last month regarding the decision about a Sanctuary Campus; we decided to take a safe approach, and students with whom I've spoken were extremely disappointed in this reluctance to take a stand.

Today we have another opportunity to show support to vulnerable members of our community and state publicly that we, as a faculty, oppose this executive order. Perhaps, if the executive order is found to be illegal or significantly weakened, our vote will not make much practical difference. However, I believe it will let vulnerable members of our community know that we support them, through thick and thin.

If we can't make this statement now, when the risk is relatively low, it's not clear whether or not we'll have any credibility to take a stand in the future when the stakes, and risk, may be much greater."

The motion was approved with a secret ballot: 83 yes, 28 no, 4 abstain.

**17. Announcements**

**A. Elections** - Vacancies for elected positions on Faculty Committees will be announced by February 15. All individuals seeking to fill one of these vacancies must inform the Chair of the Faculty of their intention to seek the position by March 1.

**18. Adjournment**

The meeting was adjourned at 5:10.



**Appendix**

The handbook language changes mentioned in the unfinished business is in a separate document.