

Student Academic Life Committee Meeting
Minutes - August 30th, 2017

Julia Sutherlin visited the SAL committee meeting to provide a report on - student alcohol consumption (binge drinking) has shown a steady increase at DPU, which goes against the trend of high school seniors. The goal is to reduce high risk drinking. The DPU collaborative was formed to assist with this. DPU public safety is issuing more citations for alcohol consumption and the TIPS training program was initiated to help students learn the signs of alcohol abuse. Kegs will replace hard alcohol on campus and changes to the tailgating process will occur. Kegs may be used at some events, but signatures of advisors must be obtained. Kegs can be used in Greek houses but there is a process of approval and amounts. Hard alcohol is banned at registered events on campus. Julia talked with heads of chapters about the new policies and shared data. Student health screening (intervention and referral) will occur via new patient forms, and it's believed that first-year students will complete this prior to coming to campus. Eventually all students will be reached. Alcohol usage moves from cultural aspects to health risks. All initiatives that are put into place would like to be tracked and Julia will be collecting data throughout the year. Even so, there have been 7 hospital transports, more than triple in same time frame as the last two years. The students were a combination of first year and older, and were among upper classmen. The average BAC was 0.31, which is higher. Calls for assistance from peers has dropped. Getting sick, blacking out, etc. has been normalized with drinking which is very problematic. Students need to recognize the danger signs and know what to do to help. Julia is focused on skills training for students. If an intoxicated student calls for help with a peer and stays with them, there are no consequences for that student. They will not get in trouble. They will not be issued a citation. This is the Indiana Lifeline Law (covers alcohol only), which students need to know about. There is an awareness campaign going on. What can we do to help with this on campus? There are also protections for students on campus involved with narcotics and injuries via the safe campus initiative. DPU has an office dedicated to reducing high risk drinking. How is high risk drinking related to DPU culture? We may be getting students who are already drinking coming to campus. Is it possible to offer breathalyzer access on campus so students are more aware. A BAC of 0.15% is a high level of alcohol.

Myrna will send changes to student handbook.

We will ask Julia Sutherlin to speak during our time at the first faculty meeting.

Community standards procedure will be forwarded to the committee.

Myrna will meet with Erika regarding student appointments to the SAL committee (and other committees?).

Can there be a class centered around the problems that first year students have experienced, especially regarding the events that have happened in the first week?

Students received a campus email from Erika for a meeting to discuss the events. Several students attended the meeting. The goal for student government is about how to move forward. A lot of people looked over the five-year plan. There are initiatives that students would like to have passed very quickly. Should the committee review the handbook for consequences regarding these actions like last year. Have surveillance cameras been implemented after last year's incident? It is happening...about 50% are installed. Cameras did help with identification. Students feel good about the camera installation. The issue will not go to a hearing, but there will be an administrative process. Can the alert that led to confession be made public?

Common reading - The subcommittee narrowed it down to five books over the summer. Erik has asked for faculty feedback for the selection. The group plans to meet again. The goal is to pick a book and activities for book by fall break, which is then passed along.

Statement of shared values.

Food availability - students get four swipes/week. Some plans cost more per swipe. There are student concerns. Erika and other students will meet regularly with Bon Appetit to address concerns. We can go to them with questions. Issues with availability, allergies, etc. Students with allergies can forego the meal plan. Also working on vegan options and options regarding religious concerns. The food advisory committee will be helpful. SAL committee can ask Erika to keep us updated.

Meeting of Student Academic Life
13 September 2017
Julian 372
405pm-503pm

Rebecca Bordt, Erika Killion, Erik Wielenberg, Tim Good, Jeremy Anderson, Rich Martoglio (Chair), Kaleb Anderson (guest)

Kaleb Anderson updated the committee on the Statement of Shared Values. It came out of McCoy's leadership class last spring, which Anderson was a part of with then Student Body President Claire Halffield. Need to be able to identify shared values in order to cultivate a community. It's been sitting since last spring. Could be something that we project out to incoming first year students, something they see before they come to DePauw. Get the ball rolling on students who can adopt this entire statement.

Discussion – can it be included in the Student Handbook? CDI is close to opening, a good place to display it. Perhaps President shares it on opening day?

We need to look into the process needed to modify the Student Handbook. Who would implement or okay such a decision?

Current Student Handbook starts with a Statement of Community. This could replace it, modify it, or be placed near it. Adopted 1998. Everything in the current Statement of Community seems to be encompassed by the new Statement of Shared Values.

We should increase the visibility and accessibility of the new Statement.

The students are interested in this Statement being something that everyone in the DePauw community could sign on to.

DSG has not done anything with the Statement yet.

** ** SAL asks DSG to consider the Statement and what to do with it next, and report back to SAL.

DePauw Statement of Shared Values

As a member of the DePauw Community, I vow to act with integrity, expand my social consciousness, dedicate myself to continued learning and growth, provide genuine and empathetic support to others, and contribute to the unity of our diverse community.

** Andrew Hayes asked if Dean of Students Wendy Wippich can visit our committee regarding assessment review and summary report for sexual misconduct at DePauw. She will report to SAL at the 9/27 meeting. He volunteered to present a report to the full faculty at the October meeting. This is a request for a Title IX report to the full faculty.

Faculty appointments for the DPU Collaborative – Rich will send this out to faculty. Andrew Hayes has volunteered, and we are looking for at least one more faculty member for this group.

Martoglio will invite VP for Student Academic Life Alan Hill to attend an SAL meeting to make sure we are all on the same page moving forward.

Killion reported that DSG is looking into the older swastikas discovered under the recent Asbury renovations. DSG is considering action related to these discoveries.

Students are concerned about the front page of the DePauw where someone found a back door into e-services, and this student might be sanctioned for it. The student reported it right away. Students are concerned that this whistleblower is facing sanctioned for discovering this security problem.

International students have a hard time finding transportation to basic needs, such as Walmart, doctor appointments, airport. This is a problem for any student without a car, and especially without a driver's license. Rural Transit takes a long time, and the cab is \$7 each way. DSG is looking into carpool apps, trading services, some other ways to provide these basic services.

DSG is electing new first year senators soon.

13 students so far taken to hospital for alcohol poisoning, no sanctions. IFC said they will self-monitor, but they don't appear to be doing so. Hard alcohol is supposed to be banned. If your event is registered through Student Life, you can't have hard alcohol.

Suggestions for how faculty can help address drinking culture: more morning classes; students don't have role models for drinking here, so possibly networking events or conversations with professors that happen at a restaurant with a beer; encourage students to actually go in to the football game instead of the endless tailgate.

Respectfully submitted,

Tim Good

Student Academic Life Committee Meeting

9/27/17

Members present: Rich Martoglio, Tim Good, Julianne Miranda, Erik Wielenberg, Jeremy Anderson, Alan Hill, Rebecca Bordt

Invited guests: Sarah Ryan (Women's Center), Wendy Wippich (Special Projects and Assessment)

Sarah Ryan and Wendy Wippich presented information about sexual assault on campus. (See "Sexual Misconduct and Interpersonal Violence: Education, Prevention and Response," September 27, 2017.)

Recent changes to Title IX recently released by the federal government will not affect our current policy. Over the past 20 years our campus has made continual progress to ensure our process is fair. We have a full program that consists of an effective response team, education, and prevention. Our process has changed from a hearing board to a joint investigation/adjudication model that involves two staff members. Sanctions and appeals are handled separately. Angie Nally will be releasing the crime report in the next few days that gives the statistics on the number of reported cases. In addition to formal reports, complainants seeking support only have made a number of contacts.

Sarah and Wendy presented statistical information, outlined frequently asked questions, discussed how to promote a classroom culture of consent, and informed us of resources available to students and faculty. They noted that SASA (the 24-hour hotline) has received 6 reports in the past 5 weeks—one relationship violence and 5 sexual assaults. All involved alcohol. We were given an overview of a survey given to individuals being trained through the Green Dot bystander intervention program. A survey will be administered to the faculty in the near future.

The following documents are available from Wendy Wippich:

Title IX brochure: <https://issuu.com/dpupublications/docs/2016-17-title-ix-student-brochure>

How to report: <http://www.depauw.edu/studentacademiclife/campus-safety/sexualmisconduct/how-to-report-sexual-assault/>

Sexual Misconduct & Interpersonal Violence policy:
<http://www.depauw.edu/studentacademiclife/campus-safety/sexualmisconduct/sexual-misconduct-policy/>

Campus & Community Resources: <http://www.depauw.edu/studentacademiclife/campus-safety/sexualmisconduct/campus-resources/>

One sheeter for survivors: <http://www.depauw.edu/files/resources/ive-been-assaulted-summer-2017-edits.pdf>

Discussion following presentation:

Alan Hill explained that some things about these cases cannot be shared with the entire faculty without violating confidentiality rules. In a recent lawsuit, the university prevailed because of its meticulous job of following the process. Alan Hill asks that the faculty trust the process (even though they are kept in the dark about many of the details).

Additional information gained from further questions by the committee:

1. Professors (or others) are only informed about the situation if the complainant or respondent make such a request.
2. The joint investigation/adjudication model (involving 2 staff) is becoming increasingly common among universities across the nation. It is viewed as superior to the hearing model because it limits the number of people involved. Some schools are using an external investigator. Alan Hill reported that DePauw will be using an external investigator for cases of rape.
3. All resources provided for the female complainant in these cases are also available to men.
4. DPU's experiences with sexual violence is no different from what other GCLA schools experience and are in line with national trends (roughly 1 in 3-5 women and 1 in 13 men are victimized by sexual violence).
5. Students who engage in boulder runs are subject to university sanctions, including indecent exposure. The university is working hard to counteract the belief among students that because it is a tradition, it should be allowed. Cases that are more serious (e.g., occur in during the day in front of children or outsiders) are the most likely to be sanctioned.

A report to the entire faculty will be made on the issue of sexual violence on campus at the next faculty meeting.

Other business:

The Minutes from our August 30, 2017 and September 13, 2017 meetings were distributed and approved.

"The Library Textbook Pilot Recap" written by Rick Provine was distributed. The program is being discontinued. We will encourage faculty to get their book orders in early to help facilitate the book-buying process. Julianne reminded us that this is

especially important for the Office of Student Disabilities to facilitate securing material for students who need special accommodations. An announcement will be made at the next faculty meeting.

Erik Wielenberg reported on the status of the common reading committee. They have received feedback from faculty and have narrowed the books down to two: *The Machine Stops*, by E.M. Forster and *The Immortal Life of Henrietta Lacks* by Rebecca Skloot. The committee will now consider programming ideas for each book and make a final selection.

Respectfully submitted by Rebecca Bordt

Student Academic Life Committee Meeting

10/11/17

Members present: Rich Martoglio (chair), Myrna Hernandez, Rebecca Bordt, Erik Wielenberg, Tim Good, Erika Killion, Shaira Patel

1. The minutes from the previous meeting (9/27) were approved
2. The Governance Committee has produced a draft of Handbook language for a faculty voice in the recruitment, review, and retention of senior administrators. The draft specifies that as part of the review process for senior administrators, SAL will conduct an anonymous survey of the students regarding the administrator under review. It would also be SAL's responsibility to generate the form used in this survey and revise it as necessary. The SAL representative on Governance will share the draft of this document with the members of SAL to provide context for discussion of this aspect of the document at a future meeting.
3. There was some discussion of the continuing alcohol problem on campus. Myrna suggested that an update on this issue might make sense after November 14.
4. Erika reported that Student Government is considering legislation regarding a standardized class attendance policy for students. She noted that students often attend class while sick due to fear of being penalized for missing class. Relatedly, waiting times for Health Services are often long. Some professors demand documentation from Health Services, but Health Services does not provide such documentation. That's a problem. Erika will keep SAL updated regarding Student Government's discussion of these issues.

Meeting of Student Academic Life Committee
Wednesday 25 October 2017, 4pm
Julian 372

Rebecca Bordt, Julianne Miranda, Myrna Hernandez, Erik Wielenberg, Jeremy Anderson, Tim Good, Shaira Patel, Rich Martoglio (Chair), Erika Killion

Minutes from last meeting approved.

Review of Draft Handbook Language for Recruitment, Review, and Retention of Senior Administrators with Significant Role in the Academic Mission of the University. Faculty Priorities and Governance is looking for feedback from SAL.

Wielenberg sits on Faculty Governance for SAL, and brought an item to SAL for consideration. SAL's primary job would be to generate and administer the opinion survey for students to fill out for these administrators.

Does SAL have any interpretive role? SAL thinks analysis and results would be handled by the review committee, not by SAL.

For SAL - is it feasible, and how might it be done? Does SAL think this is reasonable/doable? How difficult would it be for SAL to do this? Do we need to consult with outside professionals?

AAC&U, AAUP etc might have templates. Miranda volunteered to query her listserves of national administrators.

We should do as little as possible until we know that this is, in fact, going to happen.

We will get a sense of what's out there.

Clarify from Governance what's expected from SAL to do this correctly.

Patel offers report from DePauw Student Government. Discussion ensues.

This weekend is Halloween weekend, therefore Student Government is increasing alcohol awareness social media in anticipation of Halloween parties.

There appears to be a lack of students realizing they can call someone for help without getting in trouble. Students seem more afraid of getting in trouble than calling for help.

Students don't seem aware of the Indiana Lifeline Law. DePauw's policies expand on this law.

School could do more to let students know who to call, how to get help, when something bad happens.

Perhaps should have more security around fraternities rather than just risk management.

SAL could help by making faculty more aware that this is a big party weekend, and perhaps faculty could address this in class, to remind students of resources.

Ask Sutherlin and/or Shager to draft something for us to send, but perhaps more effective coming from SAL committee to faculty. We are in favor of the message coming from this committee. Hernandez offers to draft something that the committee can send out. Martoglio will send from the SAL committee to faculty about this coming weekend, to ask professors to talk about it in class in advance of this weekend.

A video tweet from a Public Safety officer might get students' attention about who to call and what to do when someone is in danger.

For a registered party, fraternities need a member of their house corporation present, or a hired safety officer. Last weekend, none of them could have/find security. So, they were "not allowed" to serve alcohol, and parties got shut down by Public Safety. People pre-gamed and went to smaller house parties.

Students do not seem to be taking seriously the real possibilities of death and serious physical harm as a result of DePauw's drinking culture.

Students are concerned about their drunk friend getting in trouble, as much as or more than scared of themselves getting in trouble.

Next meeting November 8, will include Alan Hill, VP of Student Academic Life

Respectfully Submitted,

Tim Good

Student Academic Life Committee
Wednesday, 8 November 2017, 4 pm
Julian 300

Julianne Miranda, Erik Wielenberg, Jeremy Anderson, Tim Good, Michele Rillon, Rich Martoglio (Chair), Erika Killion, Myrna Hernandez, Rebecca Bordt, Marianne Martinez

Corrections to the minutes from October 25th and approved with changes.

Follow up from last meeting. Rich sent the alcohol message via the faculty list and it seems that it has some impact.

- Rich to look at it and send another one out in advance of Monon.

Received an email from Meryl about pending Student Government Legislation. Developing good communication strategies for students who have illness.

- Myrna to write a response.
- Erika and Julianne can talk more.

Common Read group chose E.M. Forester's *The Machine Stops*. Although it was written in the early 1900s, one of the virtues is that it is quite short and predicts the internet in pretty amazing ways. The report has programming ideas and this committee reviews. Once we send it along, the Transition Team takes it over. Met with the Centers Council and there was a good conversation. Common read at other schools often invite the speaker. Is there someone that's relevant here? Or someone to talk about how technology is going to change. Lends itself to a debate format. Encouraging students to research the author and sending a suggested list of other summer reads around the topic. Good ideas on the list.

- Erik will add these suggestions and deliver to transition team.

Vice President for Student Academic Life, Alan Hill, brought a written report. Talked about divisional priorities. Merging of student life and academic life and working in fewer silos. Major focus is on working through the overall culture of DePauw. What is the culture on different campuses? In terms of Greek life, we need to reengage the national organizations. Will we ever choose to go dry on our campus? Trustees beginning to discuss this in terms of enterprise risk. We need to also consider the mental health and academic pressures that students are facing. Constant requests to DSG for increased mental health resources, more study spaces, longer library hours. For an institution that's as diverse as we are, why do our athletic teams not reflect that diversity? National policies changing on Title IX, Immigration and taxing of college endowments. Greek Leadership Commission being chaired by Brent St. John and Lawren Mills to discuss what being the best Greek system in the country looks like. If every chapter was what they say they are. Community Standards threshold of the preponderance of evidence, process by which the decision is made, student can bring an advocate but an advocate can't say anything, character defense and witnesses are not allowed. With some staffing changes in Public Safety, we are going to do some interim appointments and a review of the structure.

- Alan invites individual meetings and questions from faculty or the committee at any time.
- Myrna to bring a primer on Community Standards and some statistics on our cases

Next meeting is November 29th in Julian 300. Alesha Bowman and Kate Smanik will be attending.

Student Academic Life Committee
Wednesday, 29 November 2017, 4 pm
Julian 300

Erik Wielenberg, Jeremy Anderson, Michele Rillon, Rich Martoglio (Chair), Erika Killion, Myrna Hernandez, Marianne Martinez, Julianne Miranda; Alesha Bowman, invited guest

Corrections to the minutes from November 8 and approved with changes.

Myrna clarified that we need to frame the conversation about the attendance policy suggested by Student Government to distinguish between absences for student athletes and students who are not athletes.

Marianne said students report concerns about getting support from the wellness center, how long it takes to get appointments, and lack of availability for Psychiatrist. Students report not knowing what steps to take when they feel like their needs have not been yet.

Myrna shared that the average wait-time for students at the counseling center was 5.03 days including weekends, 3.06 days is the longest time students had to wait not including weekends. The longest wait including weekends was 16 days and 10 days without weekends.

Alesha Bowman shared information about the 2017 campus climate survey.

- 401 students responded representing a 17% response rate
- Responses correlate to university demographics
- Since 2012 steady decline from 81% to 59% in students level of comfort with overall climate
- Students are generally comfortable interacting with peers who differ from them in identify based on socioeconomic, gender, and immigration
- Highest respect on campus is shown for people of upper socioeconomic status (86%) men, 85%, and white people 84%
- Classroom climate
 - Less pronounced decline in students' comfort with classroom climate , 77% down from 82%
 - Only 52% of DOSC report being comfortable in the classroom compared to 83% of white students
 - Identities in the classroom: this year, political views have risen in prominence, with students reporting feeling disrespected in the classroom for their political views
- Sense of community
 - Confidence fallen slightly around inclusive community, particularly with religious observance and respect for multicultural community but also about the ability to have a free and open discussion and form a sense of community on campus
 - Most students agree that DSOC do not feel safe on campus
 - Students report lower levels of support from faculty, staff, administration, and other students,
 - 35% of respondents report wanting to transfer but they stay because of friend groups, part of greek life, too far in their curriculum, have financial aid packages
- Experience of hostility:

- Slightly more (27% up from 25%) report experiencing offensive, hostile or intimidating conduct
- Increased to 45% from 39% in classrooms, reported political views as
- Safety on campus:
 - Higher areas on campus where students feel unsafe include the residence halls, nature park, Greencastle community, and Greek
 - Women and students of color feel less safe generally on campus
- Open ended responses were collected
- Next steps
 - Build community
 - Start conversations across campus groups
 - Connections with campus partners
 - Outreach to fraternity and sorority life

Jeremy asked about locations that students feel unsafe, and notes that 24% of students feel unsafe; asked if there was any granularity in the data to see if some are more unsafe than others. It was noted that there is an alternative for women scheduled for Friday, December 1. They can bring the equivalent of 4 drinks to the Union building for a social event that evening. This is a student-driven alternative. Myrna reported that there was a highly successful alcohol-free event on Monon weekend that was well attended.

Rich asked if there were changes in conduct over the two high-risk weekends (Halloween and Monon) and Myrna reported that while there were issues, the outreach seemed to help reduce some of the high risk behaviors from previous years.

When asked how faculty can help, Alesha indicated classroom management is a significant and important way to shift the climate by addressing issues as they arise in the classroom. Myrna suggested that faculty help students learn to have the conversations and follow up with them outside of the classroom to address conflicts.

Faculty are encouraged to be proactive to training – both for themselves, for their classrooms and to encourage students to attend opportunities to learn. These opportunities are shared via listservs and through specific communications from faculty development, the Dean of Faculty and others.

Surveys have low response rates, and better means to make surveys visible should be explored.

The committee also questioned the feasibility of culling concerns of this type from student opinion surveys. It was suggested that there be an always available, confidential means for students to report classroom atmosphere issues. If students don't know where to go with their issue, the Student Academic Life Office is the first point of contact. Student Government will work to get this information out to students in a visually pleasing way.

Student Academic Life Committee.
Wednesday, 7 February 2018, 4 pm
Julian 300

Julianne Miranda, Myrna Hernandez, Erika Killion, Erik Wielenberg, Jeremy Anderson, Tim Good, Richard Martoglio (Chair)

Meeting started at 4:10.

Minutes from previous meeting approved pending checking the numbers with Alesha Bowman.

Statement of Shared Values discussion.

Erika Killion will bring a report to the next meeting updating these discussion on Student Government.

Announced at the full faculty meeting was reduction in alcohol consumption by students over this past Winter Term.

Discussion in committee: Campus Life has additional programming. We are also three years in to having courses for credit for Winter Term.

Faculty Review of Administrators, from Faculty Governance/Erik Wielenberg.

SAL will no longer be involved in creating a survey for students to fill out.

The idea of surveying students has been dropped.

The idea of such a process is still being pushed by Faculty Governance. The President is resistant to several points of the proposed procedure. The process is currently at an impasse.

At 4:34 joined by Kate Smanik and Rebecca Schindler from Spiritual Life.

We have increased in our religious diversity over the past few years. For instance, we have more Buddhist students than we've had before, which are now included in the campus academic calendar.

Ramadan will probably start during finals week, so students will be fasting during finals.

We have a policy in place for religious holidays, but students are afraid to ask/demand absences for religious obligations. They get resistance from faculty members, where faculty treat this as an accommodation, rather than treating it as an excused absence that it should be.

Faculty are normally free to cancel classes for whatever reason, but how are we protecting staff to be able to meet religious obligations.

Continued marginalization of non-Christian religious observations for students, staff, and faculty.

We have a lower percentage of Jewish students than we had in the mid 1990s.

In terms of inclusion, we seem to be having conversations about everything else, but not about religious diversity.

We should consider putting a statement of observance of religious holy days in our syllabi.

Non-Christians on our campus experience both physical and rhetorical marginalizations.

We are at a point in our religiously diverse campus communities where we need separate worship spaces. Operationally, it is helpful to have all these in one location where staff is always present. The sanctuary used to be a specifically Jewish space, but now is used for multiple programs and religious observances. We need to have a space for meals, and would be exempt from the burning candle/incense rule.

Prayer spaces need to be dedicated to prayer. We have to be able to prepare meals in the same space, as these are interwoven.

SAL will propose replacing versions of the word “accommodate” in religious holy days practices policy, and in syllabus statements. SAL asks the Chair to make this announcement regarding to the syllabus statement to the full faculty. SAL will create a motion to change handbook language to have a new language.

Peer schools have thriving religious community groups on campuses in addition to Christian groups. We need to consider a professional position for Director of Spiritual Life, which would be an upgrade. We don't have diversity out in our community that other campuses have, so we will need to organize programming ourselves.

It could be worthwhile to collect data through current focus groups.

Center for Spiritual Life operates under the Hartman House.

Center for Spiritual Life has a separate budget that has been flat as long as anyone can remember.

Can use Bonner Enrichment Fund for additional resources.

Spiritual Life would lose funding if pulled out of Hartman House.

Lack of space with too many groups in the same building housing the Hartman House.

“When we have a Director (of Spiritual Life)” has become a mantra. The new position is underfunded and not currently filled.

Spiritual Life / Chaplain's office needs a more effective space that is more centrally located.

What would be the best way for this committee to reach out to minority religious students. Interfaith Council? Muslim Student Organization? Need more support for Hindu and Buddhist students.

Who do we reach out to and now? Smanik will provide contacts for people to reach out to. SAL should consider what our questions are, what we want to talk about? We need to ask more specific questions, because students don't know what's possible in terms of what could be provided. Smanik will also help SAL to craft more specific questions. The Chair will be in touch with Smanik about these items.

Smanik and Schindler left at 5:34.

Current Handbook Language:

“RELIGIOUS HOLY DAYS

Faculty members are expected to accommodate students who are adherents of a religious tradition and wish to fulfill obligations of that religious tradition on holy days. Students are expected to notify their instructors of their intent to fulfill the obligations of their religious tradition well in advance of these days. For the sake of this policy, "holy days" are defined as periods of time in which either:

- a. activities required by normal class participation are prohibited by a religious tradition, or
- b. a special worship obligation is required by a religious tradition.”

<https://www.depauw.edu/handbooks/academic/#Toc459018115>

Chair will also reach out to the Diversity and Equity Committee regarding the religious issues.

Adjourn 5:43.

Respectfully submitted,
Tim Good

**Student Academic Life Committee Meeting
2/21/2018**

Members present: Rich Martoglio (chair), Tim Good, Julianne Miranda, Erik Wielenberg, Jeremy Anderson, Erika Killion, Michele Rillon Marianne Martinez, Dorian Shager (for Myrna Hernandez), Rebecca Bordt

Meeting began at 4:09 p.m.

The chair reported that he contacted Jarrod Hunt (chair of DEC) to confirm the sharing minutes and is waiting to hear back. The chair will check to see if anyone on DEC wants to be part of a team to do interviews with students about religious observances.

The chair will invite Alesha Bowman to our March meeting to present a summary of campus climate survey.

Discussion of Religious Holy Days handbook language:

The chair will include a statement in the faculty meeting agenda regarding the importance of excusing students from class for religious observances. He will seek our feedback on wording. He will announce bringing a motion to change the handbook language in April for a vote in May.

The bulk of the meeting was spent discussing the handbook language, including a comparison with the language that Grinnell and Oberlin use in their handbooks.

Current Handbook Language:

“RELIGIOUS HOLY DAYS

Faculty members are expected to accommodate students who are adherents of a religious tradition and wish to fulfill obligations of that religious tradition on holy days. Students are expected to notify their instructors of their intent to fulfill the obligations of their religious tradition well in advance of these days. For the sake of this policy, "holy days" are defined as periods of time in which either:

- a. activities required by normal class participation are prohibited by a religious tradition, or
- b. a special worship obligation is required by a religious tradition.”

<https://www.depauw.edu/handbooks/academic/#Toc459018115>

Proposed Handbook Language (changes in bold):

“RELIGIOUS HOLY DAYS

Faculty members are expected to **excuse from class** students who are adherents of a religious tradition and wish to fulfill obligations of that religious tradition on holy days; **faculty are also expected to be flexible with respect to deadlines for required**

coursework in order to enable students to fulfill their religious obligations. Students are expected to notify their instructors of their intent to fulfill the obligations of their religious tradition well in advance of these days. For the sake of this policy, "holy days" are defined as periods of time in which either:

- a. activities required by normal class participation are prohibited by a religious tradition, or
- b. a special worship obligation is required by a religious tradition."

The chair will pass this proposed statement to Kate Smanik and Rebecca Schindler

New Items:

A. Dorian Shager reported a change in the way student organizations get reimbursed for expenditures. Vouchers will now be signed by the Director of Campus Life, rather than the organization's faculty advisor, so all expenditures can be verified with the budget on record. An email was sent to all student organizations and their advisors to this effect. This email prompted a complaint from a faculty member questioning why this policy change was made without going through faculty governance. It was the general agreement that this policy decision falls clearly under the purview of Student Life, not faculty governance.

Discussion continued on how faculty advising of student organizations has decreased over the years, often devolving into only signing off on expenditures. Students present were asked how much student organizations use faculty advisors. There seems to be a wide range of approaches (from no contact to active advising that includes the advisor serving as a mediator between students and administrators).

B. Marianne Martinez brought to the attention of the committee an email that student organizations recently received from Antonio Austin announcing a new policy limiting parties in university housing to 35 people. Dorian Shager explained the history behind this change. Facilities requested this change because of a couple of houses that sustained structural damage due to excessive weight.

Students are concerned that this change will mean there are no safe spaces for groups of students to congregate. The university is aware of this problem and is exploring the continued use of the old SAE house (which was used fall semester). Unfortunately, there are permit problems. The students were advised to contact Campus Living to voice their concerns and consider writing a White Paper.

The space issue over the long term is something this committee should take on. Dorian agreed to keep us in the loop regarding the SAE permit problem, as this space seems to be an option that students would support. Tim Good volunteered to accompany the students in the short-term to meetings with administrators, if desired.

C. Students are concerned with the Safe Ride Bus (it is inefficient; driver has been bothering students). On a trial basis the on-call system has been replaced with a shuttle bus picking students up at 4 designated stops every 10-15 minutes. There may need to be both systems in place depending on time of day. There is also a problem with students getting to Walmart. Rural Transit is too slow and the now defunct Enterprise rental car system was too expensive. Student government is soliciting feedback from students and will be conducting a survey to get input on the recent changes.

The meeting was adjourned at 5:27 p.m.

Respectfully submitted by Rebecca Bordt

Present: Rich Martoglio, Rebecca Bordt, Julianne Miranda, Erika Killion, Michele Rillon, Marianne Martinez, Tim Good, Erik Wielenberg, Jeremy Anderson

Meeting convened at 4:05 pm

Minutes approved after small typographical errors

Erika asked about protocol for student government addressing the faculty at faculty meetings. Rich will check in but Erika may write something to be included in the agenda on behalf of the committee. The issue is reports coming to DSG about student government not doing enough for students.

Adam Cohen (guest) was present to continue the conversation about religious diversity and the current state on campus. Students struggle to maintain their religious identity if they are part of a religious minority because they must expose themselves when the majority of students don't need to do that. We need to stop putting students in this position. That moment of exposure is critical and the response from the faculty member greatly impacts the sense of belonging that student will experience.

What are we talking about as a campus? There are so many instances of students been told no or we have not created space to feel welcome and have conversation around religious diversity. How many of each group are we bringing in on campus? How many times do we talk to admissions about this information? How are we making a statement and what is the message we are sending? How does this committee educate the faculty about how to appropriately respond to students and colleagues when these are happening.

One thing is the language we have already proposed: changing accomodation to be more clear that this is an expectation of faculty. Colgate has some good language. Seems like we need to do some education of the faculty. We can't assume that faculty and staff know what some of these high holidays mean so that they can be inclusive. Reminders on how scared students are at age 18. Is there a decision to be made about whether or not we value religious diversity? What are the best mechanisms to have this conversation on campus? Why aren't we having other programs?

Should we have a conversation during faculty development about religious diversity on campus? Student government can play a role in helping students understand. Hartman House has really outgrown the space so sanctuary spaces are also being used for social spaces since it is the largest space on campus. Sacred artifacts are not locked up but luckily they have been missed.

First year students should have a program about what their rights are in the classroom, it could be more comprehensive than just religious diversity. What role does student government play? They discussed putting on programming and they were getting push back about how they could

be stepping on the toes of Interfaith Interns. Who should be the people to discuss this with first-year students? It needs to be more prominent.

Goes back to the question about what kind of students do we want to attract here? The University can make a statement about wanting to increase the religious diversity, but we cannot do that if we don't have ways and places for students to practice.

We don't have protections for faculty and staff, so that trickles down to students. From a food standpoint, we are better at serving Muslim students, but we can't have a student who wants to keep Kosher. We shouldn't be counting on people, we should be counting on policy.

What can the community do to be more welcoming? If we have a full time member of spiritual life, we used to list Hillel and Muslim Student Association. When we can make out things open to the community, it is helpful. If we want to have these religious communities on campus, we have to have an admissions strategy.

Can we as a committee, ask the President if this is a priority for the University and/or Admission? On behalf of SAL, what is the admission plan is? What does the campus tour look like? Can we go to specific places to recruit students? What is the commitment to space and salary? Can we build in religious spaces into the new buildings? Or designate spaces around campus?

Julianne can bring it up to Bobby and see how we might best continue the conversation within Admissions. It seems that we have determined that religious diversity as important and that in that, freedom from religion is also important. Rights in the classroom could be a program by student government.

We discussed DePauw Dialogue requirement for students. Should it be mandatory? How does this impact students of color? Student poll is going out on behalf of the DOS.

Changes to handbook language should be considered in our next meeting. It seems like May might be the more appropriate time for Adam to speak to the full faculty to both support the motion and educate the faculty.

If people find language they want others to see, put it on the thread that Rich will send out. We also should share language for Rebecca and Adam to review.

Meeting adjourned at 5:23 pm.

**Student Academic Life Committee Meeting
3/21/2018**

Members present: Rich Martoglio (chair), Tim Good, Julianne Miranda, Erik Wielenberg, Erika Killion, Myrna Hernandez, Rebecca Bordt, Jarrod Hunt

Meeting began at 4:15 p.m.

Minutes from last meeting were approved.

Myrna raised the issue about the need to appoint a committee for the FYS common read for 2019-20. We discussed the possibility of using the book selected for the first year for the second year. A committee will gather at the end of the first year to assess the success of the first year.

Rich distributed links to Oberlin, Grinnell, Colgate, Penn State and Wooster for us to consult in working on the handbook language for religious holidays. Jarrod Hunt (chair of DEC) joined us for this discussion.

We decided on the following statement. Rich will send this to Rebecca Schindler, Adam Cohen, and Kate Smanik for their feedback. Jarrod will also run it by DEC.

DePauw University embraces the religious diversity of its students, faculty, and staff. Accordingly, faculty members are expected to excuse students from class and be flexible with respect to deadlines for required coursework in order to enable students to observe religious holy days. Faculty are also expected to make it possible for students observing holy days to make up any work they miss, provided arrangements are made in advance. Students are expected to notify their instructors of their intent to observe holy days at least one week in advance of these days.

Here "holy days" are defined as periods of time in which either:

- a. activities required by normal class participation are prohibited by a religious tradition, or**
- b. a special worship obligation is required by a religious tradition.**

Students with questions or concerns about this policy should contact the Office of Student Academic Life.

Meeting adjourned at 5:05 p.m.

Respectfully submitted by Rebecca Bordt

**Student Academic Life Committee Meeting Minutes
April 4, 2018**

Present: Rich Martoglio (chair), Rebecca Bordt, Erika Killian (student member), Myrna Hernandez, Erik Wielenberg, Jeremy Anderson

1. Approval of last meeting's minutes
2. Rich reported that he heard back from DEC about proposed changes to religious observance policy. They support the proposed change, but asked: why would deadlines need to be changed in order to enable students to fulfill religious obligations? Since holidays are known in advance, can't students plan around holy days? Answer: our thinking is that requiring such students to plan around such days creates an extra burden on them because of their religious commitments. We believe that students should be given extra time to complete assignments in this sort of situation. Rich will share our position on this point with the chair of DEC.
3. We spent some time crafting the rationale for a motion to change the religious observance policy in the academic handbook to be placed on the table at the April faculty meeting. The goal is to put the motion on the table at the April faculty meeting so that the faculty can vote on it at the May faculty meeting. We'll ask Adam Cohen to speak on behalf of the motion at the May faculty meeting.
4. SAL committee representative at weekly Day of Dialogue planning meetings? Rich will go when he can but can't make it next Monday; Rebecca will go on Monday.
5. Myrna highlighted an upcoming meeting for faculty about the Greek system; it would be good for someone from SAL to go to the meeting. At Monday's faculty meeting we'll encourage faculty members to attend this meeting to ensure that a diverse range of opinions on the issue are represented.

Respectfully submitted,

Erik Wielenberg

Student Academic Life Committee
Wed 18 April 2018
4:21pm - 5:35pm
Julian Science and Math Center Room 300

Erika Killion, Michele Rillon, Marianne Martinez, Erik Wielenberg, Tim Good, Rebecca Bordt,
Rich Martoglio (Chair)

Minutes from last meeting approved.

Martoglio attended the meeting of the Greek Commission and made a report.

AAAS demands to administration - SAL discussed assisting AAAS with some of the demands relevant to this committee. SAL discussed some of these possibilities, and will follow up with specified actions before the next meeting.

SAL members review the Demonstration Policy for next meeting. There are serious concerns that the Policy is too unclear.

*** All SAL members stay responsive in the next few weeks. Emergency meetings/actions may be necessary.

Respectfully submitted,

Tim Good