



Minutes for SLAAÇ Meeting on Thursday September 25, 2014

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

All minutes were approved

- Loutfi and Aliza prepared information to share regarding the low enrollment

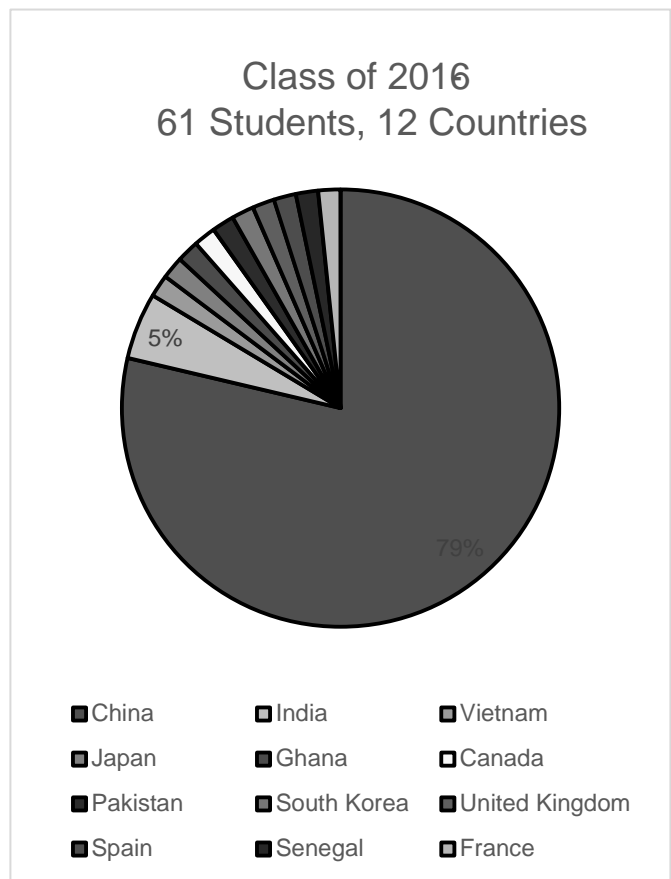
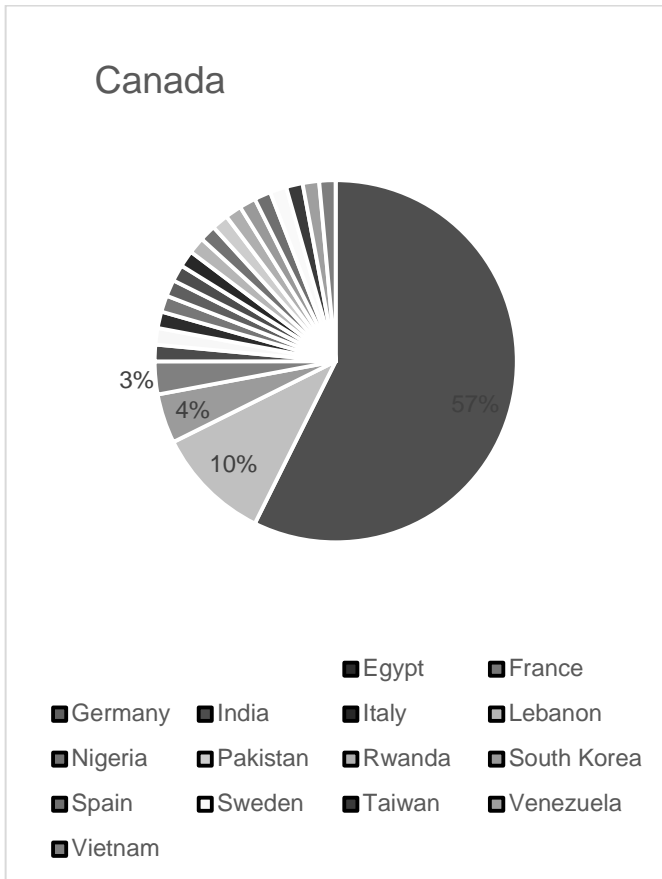
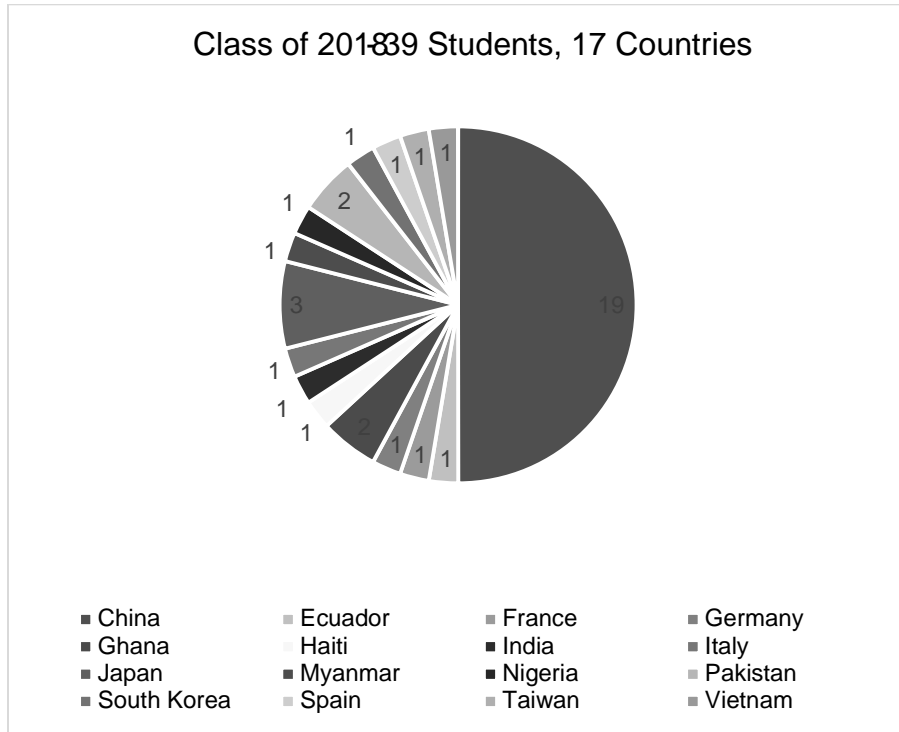
build relationships early on and talk to counselors often and talk to students early (sophomore, junior and senior year) in order to be effective

- o Lynn asked if the campus climate issues from last year might have affected the drop in the incoming international student population.
  - o Smita asked if this incoming class will be affected as far as student life and climate because the class is small.
  - o Aliza answered that she didn't think so. International students are present in all of the FYS, residence halls, etc.... She emphasized that this class is particularly strong academically and in terms of their social skills and language. Aliza added that if this trend continues, she believes that it would affect campus climate.
  - o Claire added that the campus climate has changed over the past few months, now students are more concerned with supporting others
  - o Cody asked if the number of international student applications dropped last year
  - o Loutfi answered that in general the GPA of the incoming class is higher than before. Loutfi added that his office plans on keeping the quality of students the same and attract more competent students.
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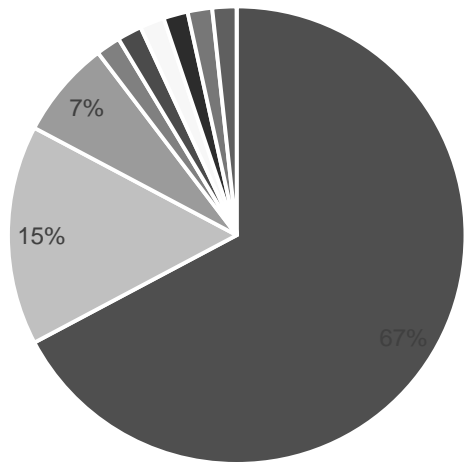
the most part, there are no current concerns from the student's side. In general positive feedback about the initiatives taken by DPU.

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

# DePauw University International Student Demographics

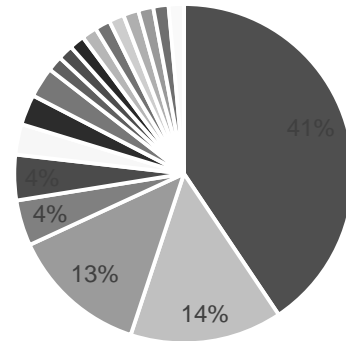


Class of 2015  
58 Students, 9 Countries



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

Class of 2014  
69 Students, 18 Countries



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

Minutes for SLAAC 10/9

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

All minutes were approved

-Lynn shared information regarding the situation in Mason Hall

x Someone posted a notice to not pour anything in the sink, and used some type of translation device to put their message into Mandarin. A Chinese student reported the incident and was reported to Aliza by email. A photo of the sign was also posted to Facebook. A message was sent out to all international students regarding the issue.

x Some international students are not interested in befriending them

x Additional discussion on the topic:

- o Fadi talked about a program in place at another institution in which international students are paired with domestic students and the program had a budget
- o Smita raised the question of what is currently being done on campus
- o Aliza raised an issue of campus climate and follow up

x International students reported on their opinions of the issue:

- o One student offered her opinion that because DePauw is a small college, people are likely to have problems with respecting differences. She elaborated and explained how her style of communication has changed since she has been on campus.
- o Another mentioned that before coming to the US, she never thought about the difference that might be evident or the difference in communication. For example, in class it is against a learned norm to speak out and give her opinion. However, at DePauw that is very different. It is hard in class, because before expressing their opinion they must also think about the language and therefore domestic students sometimes get to express their opinion first
- o In high level math/science courses international students can be the majority. He expressed the climate is great and that he has only had one incident where he felt. His first reaction to the sign in Mason was that he felt it was weird.
- o Smita asked if the sign was indicative of a larger campus climate issue
  - f A student the sign reaffirmed her thought that there might be a larger issue

f Another shared his experience on wanting to check out a study room in the library and feeling grouped. He expressed that he felt that the sign was indicative of a larger campus climate issue.

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

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



- x Smita asked what role SLAAC might play in addressing the issue of the sign
  - o Askin



Minutes for SLAAC

11/12/2014 11:30:20pm

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

- x Carrie Klaus and Renee Madison are coming for our next SLAAC meeting
- x Agenda has been slim this semester; we have mostly focused on campus climate for international students, and in our last meeting, we raised questions about what came of the plan to provide more diversity training for faculty

x



SLAAC minutes 12/11/14

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

Guests: Carrie Klaus, Renee Madison

Smita: Are there models of training?

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

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

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

(Carrie and Renee left)

Approved minutes

Smita: Schedule and agenda

SLAAC MeetingMinutes  
February 12, 2015

In Attendance:



x

4.

February 26, 2015

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

Guests: Carrie Klaus, Renee Madison

Meeting Starts at 4:06

Minutes approved

### #1 Diversity and Faculty Training Update

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

Kathryn Millis: is it Mandatory?

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

Lynn Ishiwaka: Have you had any faculty pushback?

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

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

LI: I would expect a similar response

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

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

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

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

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

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

RM: Would it be good to also give chairs the agendas so they can discuss with their departments, so there are lots of opportunities for attendance and participation?  
SR: facilitators could create common set of questions for departments. W

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

## #2 Other Business

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

DS: Alcohol Survey will be sent out next Friday.

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

JM New cycle will start in March.

Meeting Adjourns at 4:50PM.

Minutes: SLAAC meeting 03/19/2015.

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

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

SLAAC Meeting  
4.9.15

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

Business

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