

Minutes of the Faculty Senate Meeting on 10 October 2017

The Faculty Senate met for a regular meeting on Tuesday 10 October 2017 at 5 PM in Wells Fargo Auditorium (Beatty Center 115).

1. Call to order, 5:05 PM

2. The 26 September 2017 minutes were approved as posted.

3. **Announcements and information.** There were none.

4. Reports

a. **Speaker Liz Jurisich** reported that the Committee on Nominations and Elections is finishing forming the ad hoc committee charged with organizing a campus-wide discussion on the College's institutional identity and vision. The Speaker explained that the ad hoc committee will be organizing the discussion, and everyone will be encouraged to participate.

If interested in participating on the ad hoc committee, please speak to Nominations and Election (Tom Kunkle, Chair).

The Speaker said the Faculty and Board of Trustees shadowing program is ongoing, pairing four Trustees with faculty members. Details of this program are located at: <http://trustees.cofc.edu/increasing-board-engagement/index.php> .

Speaker Jurisich said they need one or two more faculty members, and do not have anyone from the lab sciences.

Speaker Jurisich also mentioned she will be attending the upcoming Board of Trustees meetings October 19 and 20, asked Senators to let her know if they had any concerns, and reminded everyone that all faculty are welcome at Board of Trustee meetings.

There were no questions.

b. **President Glenn McConnell**

President McConnell read from prepared remarks. Any errors in transcribing accurate speech is the responsibility of the Secretary.

Good afternoon to all of you. Thank you for the opportunity to speak. We got delayed this year by circumstances. It's hard to believe this is week 8 of the semester. I think time moves just a little bit faster when our students are back on campus. Before we all know it, we'll be in December with commencement and the holiday season, then back starting a new semester.

Today, let me begin with the makeup of the Class of 2021. This year, we have another remarkable freshman class. We have over 1,900 freshmen who make up the class. We have 211 students in the Charleston Bridge Program and 63 students in the iCharleston program. We have students representing 38 states around the country as well as students from Washington D.C. and overseas military bases. We also have students from 11 countries, excluding the United States. Our student who lives the farthest away traveled 8,508 miles from Hong Kong to join us at the College.

The Class of 2021 also boasts 9 In-state Valedictorians and 13 in-state Salutatorians as well as 4 Out-of-state Valedictorians and 4 out-of-state Salutatorians.

I believe we have a strong freshman class, and I'm excited to see the many great things that they'll accomplish during the time that they are with us – from athletics wins to entrepreneurial activities to research discoveries to community service which benefits the Lowcountry – their potential here is unlimited.

Switching gears, I want to talk about two national headlines that have generated interest on campus.

First, as we all know, the last days of summer break and the first days of our academic year were ones filled with tough conversations on race, history, and freedom of speech in wake of the events that took place in Charlottesville in August and the ensuing national dialogue that has followed.

I believe we all have had conversations with family members, friends, coworkers, and community leaders about these emotion-laden topics and the deep wounds in this country that we would like to see heal.

I, personally, have taken time to reflect on these issues and have had some thoughtful conversations with members of our campus community about the pain the events of August have unfurled on many Americans and the anxiety it is causing on our campus.

I want to state upfront that the College of Charleston will not provide a platform to people or outside groups whose views and rhetoric seeks to divide and intimidate our campus community.

Believing in freedom of speech does not mean we – as a university – must allow people or outside groups on our campus who will present a major security risk to our campus community.

That being said, as a public university, with a mission to provide students a community in which to engage in original inquiry and creative expression in an atmosphere of intellectual freedom, there is a fine line that we have to walk – between allowing the expression of ideas as safeguarded in the first amendment – and ensuring the safety of our campus community from anyone or group that poses a true threat.

This is not an easy task, and it will only get harder in the months and years ahead as outside groups wage free speech battles at universities – primarily public institutions – across the country. These types of battles have already taken place at Auburn University, The University of California, Berkeley, the University of Washington and others.

As recently as last week, there was a confrontation at William and Mary where an ACLU member was invited to speak and had her remarks interrupted and event cancelled by students who shouted her down.

Sadly, I believe these types of confrontations will not die down, but rather spread across the country to other college campuses.

I affirm to all of you that the College of Charleston will always be an institution where free speech is upheld as a high ideal of this university and country.

We – as a campus community – are at our best when we LEARN from each other, ENGAGE with each other, and WORK with each other.

Having said that, let me reiterate, the safety of our campus community is our top priority, and we will always do everything in our power to protect our campus.

Second, as you probably have seen in the news, the Department of Justice announced plans to end the Deferred Action for Childhood Arrivals also known as the DACA program.

I want our campus community to know that I fully support Congressional action that will provide legal status to those once covered by DACA. That kind of legislation speaks to our own campus core values of diversity and inclusion.

At the College of Charleston, we have only a small number of students who may be affected by the loss of protection of DACA. However, each member of our community plays an integral role in the life of our campus. They deserve to be here, and they deserve a chance to cross our majestic Cistern stage, with a College of Charleston diploma in hand.

Moving on, I would like to talk about Vision 250: MIND, BODY, SPIRIT, and some accomplishments we've made in bringing this vision to life over the past year.

Under the MIND section of the vision, we've made progress in a number of areas that will help us attain our goal of providing an even more dynamic academic experience.

We updated the College's organizational structure in a way that makes more sense, streamlines services, results in some cost-savings, and enable us to better serve our students, faculty and staff.

This included creating a Division of Enrollment Planning and separating out the Division of Information Technology.

I also expanded my senior team membership this summer. The team is now made up of Provost and Executive Vice President Brian McGee, Executive Vice President for Business Paul Patrick, Executive Vice President for Student Affairs Alicia Caudill, Interim Executive Vice President of Advancement Chris Tobin, Senior Vice President of Information Technology Mark Staples, Vice President of Enrollment Jimmie Foster, Associate Vice President and Chief Diversity Officer Rénard Harris, Executive Director of Marketing and Communications Mark Berry, General Counsel Angela Mulholland, Athletics Director Matt Roberts, Senior Executive Administrator Debbie Hammond, and Senior Executive Advisor to the President Steve Osborne, who is working at the College part-time.

In addition, I have created an Administrative Council, which will be chaired by me. The council will have a large membership that includes the Senior Team, Deans, Speaker of the Faculty, and a few other members of our campus community.

The council will serve in an advisory capacity to the president's office and will function to provide a forum for the exchange of information among the university's various constituency groups on important institutional issues, policies and strategies.

In practice, the council will meet monthly or as my schedule permits. The first meeting is scheduled for Monday, October 16.

The Administrative Council will not replace the Senior Team, which will continue to meet regularly. This is an opportunity for us to face one another, to tell what our concern is in a particular area, or share ideas for improvement, or if something needs to be addressed. This is a way to bring that group together face to face to have a chance to communicate on the direction of the school.

Under MIND, we also increased adjunct faculty compensation, created the Sustainability Literacy Institute, and introduced the Charleston Bridge Program.

Provost McGee has been working over the summer on some innovative academic programing agreements. After working with the Faculty Senate this fall, we hopefully will be able to make some announcements during the 2017-18 academic year.

Lastly, two weeks ago, the College announced a 1.92-million-dollar gift from Noah Leask and his wife to establish the Noah Thomas Leask Distinguished Professorship in Information Management and Innovation — a grant that will fund a faculty position in perpetuity.

This incredible investment in our supply chain and information management program will propel an already strong and growing program to new heights. In addition, it will further the College's recognition in Silicon Harbor as an institution for talent,

extraordinary research and technological innovation. I'm excited for what this professorship will do for the College's reputation – nationally and internationally.

While I'm on the MIND section of Vision 250, I want to briefly mention two Dean searches that have come up in conversations some of you have had with Provost McGee and me.

Provost McGee and I expect to launch a search for a permanent Dean of the School of Languages, Cultures, and World Affairs later this month.

We also expect to launch a search for a Dean of the Graduate School in January. We are staggering the searches to ensure that each search has our full attention, and we hire the best candidates for the positions.

Moving on, we've made progress in enriching our student experience at the College, which is the focus of our BODY section of Vision 250.

Over the past year, we have hired a permanent Chief Diversity Officer and seen increased energy and engagement in our diversity efforts around campus thanks to Rénard Harris and his team in our Office of Institutional Diversity.

We also invested in our new Crossing the Cistern program, which is a new one-year scholarship program for rising sophomores and juniors that awards up to \$4,000.

The program is designed to address financial support and to help foster a sense of community among students, particularly students of color.

We've also identified some new recruitment initiatives that we are investing in this year in order to yield a freshman class that meets our enrollment targets, is more diverse, and represents the best and brightest students from around the country and the world.

We are committed to elevating our student experience at the College, and we will do so.

Lastly, we have been working on enhancing the SPIRIT of the College, particularly as it speaks to character and maturity.

Our Collegiate Recovery Program is in its second semester of helping students and is off to a good start. Because of Director Wood Marchant and his team's efforts, our students feel more at home at the College and supported in their recovery efforts. This is a great, great program for the College.

Student Affairs and Institutional Advancement have been working together to identify more resources for the Career Center.

And Jim Allison, the Executive Director of the Career Center, has been meeting with many campus groups and constituencies to spread the word about all the resources the

Career Center offers and how they are well-positioned to help students attain internships and jobs.

The collective hard work by Jim, his area, and campus colleagues is paying off. Recently, the College was named to *The Princeton Review's* list of Best Career Centers in the United States. We were ranked 18th on the list.

There's increased energy and activity in the Career Center, and our students are certainly the beneficiaries. We are certainly moving in the right direction.

Lastly under SPIRIT, Dr. Caudill has realigned some areas in the Division of Student Affairs, which will better support the student experience. This realignment will lead to more synergy and collaboration among our student affairs professionals, which in turn benefits our students.

Of course, we wouldn't be the world-class university we are today without the hard work of our faculty and staff.

It's the dedication and drive of all of you in this room and our colleagues across campus that have enabled the College to continue to receive national and international recognition.

In July, the College was named the winner of *Travel + Leisure's* "Most Beautiful College Campus" contest.

I'm thrilled that renowned *Travel + Leisure* magazine has formally recognized the College with this No. 1 ranking and affirmed to everyone that our world-class beauty matches our world-class institution.

You'll notice around campus that we have put up banners touting our Beauty and Brains as a way to promote this recognition from *Travel + Leisure* magazine.

Over the past few months, the College also received more accolades from major publications and organizations.

The Princeton Review ranked us on their list of Great Schools for 20 of the Most Popular Undergraduate Majors. We're on the list because of our accounting, biology, communication, and business/finance majors.

And in August, *The Princeton Review* also named the College to its list of "The Best 382 Colleges" for the fifteenth consecutive year. According to the publication, the College is "the perfect mix of urban and small town," and "is a place where everyone's unique [talent] or interest can shine through and be fostered for growth."

In addition to the aforementioned recognitions, the Shanghai Ranking Consultancy, which ranks the Academic Ranking of World Universities, named the College's

Hospitality and Tourism Management program just outside the top 50 programs in the world. In terms of the USA, we were ranked in the top 25.

The last rankings that I want to mention come from *U.S. News & World Report*. Recently, the College's First Year Experience was named as the No. 10 best program in the country. The College beat out every other college and university in South Carolina.

U.S. News & World Report also named the College as one of the top schools in the South Region.

In addition, we were ranked by that publication as second among regional public universities in the South for "A Strong Commitment to Teaching." This category recognizes "schools where the faculty has an unusually strong commitment to undergraduate teaching," according to the magazine.

These well-deserved national and international recognitions affirm the College's commitment to holistically educating and caring for our students and are directly correlated to our faculty and staff's dedication in fostering our student-focused culture. I cannot tell you how many times when I go to other cities and meet with parents, friends, and alumni, they talk about the student-focus here and the fact that the students have a relationship with their professors. It resonates time after time.

While rankings do not necessarily showcase a university's true value, it's nice to see this continuing recognition of our excellent academic reputation.

Our academic reputation is the result of your passion, your leadership, and deep subject matter expertise.

I extend my deepest thanks to all of you for your continued hard work. I firmly believe you are some of the best teacher-scholars in the country. It is because of your efforts – and the efforts of our talented staff – that we produce graduates who are ready for career, ready for advanced and graduate studies, and ready to live the life extraordinaire.

It remains a privilege to serve with you. I'm excited to work with you to further enrich our educational mission and strengthen the College.

Jointly, our dedication, energy, and ideas can take the College forward and ensure we are fostering an experience for our students that's more impactful, more rigorous, more beneficial, and more transformative.

With that, I'll close. One thing I wanted to add last year, we began transferring temporary employees to permanent staff. I found that there were employees who have been here over ten years; some thirteen or eighteen years and had never been transferred into permanent staff. We got permission to move forward with a progressive program of movement and we moved all who were eligible to move those who had worked for over ten years. This year we will move those who have been here 5 - 10 years, then we will

move those who have been here 3-5 years. As you know these employees don't get paid when we shut down the College, so the Winter break is not necessarily a joyous time for some of them.

With that, Madam Speaker, I'll be happy to take some questions.

Thank you.

Julia Eichelberger, Senator (at-large, HSS) and Director of Southern Studies asked about a proposal suggested by Professor Grant Gilmore regarding the signage on our campus. She related her question to the beginning of President McConnell's speech with regards to difficult conversations about race and a shared past as a southern city. She explained that the proposal suggests modifying the signage on historic buildings so that all buildings constructed with the labor of enslaved people or African-American artisans post-Civil War are recognized. Eichelberger asked the President to talk about his thoughts on trying to tell the full story of the history of the College of Charleston with that signage.

President McConnell replied that he received the proposal and asked Dr. Gilmore to gather some additional historical information and documentation. He said he intends to refer the proposal to the working group and the 250th committee, as a project for the 250th anniversary celebration. The President brought up the example of the Sotille Theatre, known in the past as The Gloria. It is being readied for a major renovation, and a gift to the College, which will be announced soon, will launch this project. The President spoke of significant architectural features and reiterated that more research would have to be conducted.

Eichelberger asked for clarification of the committee President McConnell would be turning it over to?

President McConnell said two committees: a working group and a 250th anniversary committee. Co-chairs are Lynn Cherry and Ann Pryor.

Eichelberger explained that there are architectural features of the building that reflect the Jim Crow era, the era of segregation that included our campus. Signs on this building and others would mark that history more explicitly than we have in the past.

President McConnell said he would provide the list of who is on the working group.

Patricia Williams Lessane, Senator (Library) asked for an update on the progress on re-acquiring 123 Bull Street building. She has submitted several white papers and prospectus on how Avery Research Center could use the building. She explained that Avery could use that building as part of their interpretation of the Avery experience, or for office space, and for storage.

President McConnell said the main building renovations have been delayed due to contracting problems and asked Paul Patrick for an update.

Paul Patrick (Executive VP for Business Affairs) said that they are clear of Phase 1 and Phase 2 and now are communicating with the state engineer to clear the contract documents. Next, they will get bids, and try to begin work.

Lessane said this pertains to the main building, and asked again about 123 Bull, the former teacher's cottage.

Paul Patrick said that that building remains unprogrammed, as far as he knows.

President McConnell thanked Senator Lessane for bringing it to his attention, and said he will find out about it.

Larry Krasnoff, Senator (Philosophy) asked about failure to authorize faculty searches on a regular timeline. He stated that he is not asking about how many faculty lines are authorized or not, but about the schedule. He explained that every discipline has a national hiring calendar, and the best candidates are available by fixed dates. He said the September 1-15 is a reasonable timeline, but with waiting to advertise, the College is not able to recruit the best candidates. To what extent is the Provost constrained by budget concerns outside his control from returning to some sort of regular timeline?

President McConnell said that any constraints have to do with the budget.

Krasnoff asked if budgets constrain the timeline? Do we have new knowledge on October 15 that we do not know on September 1?

Provost McGee said that he has explained to the Deans that the enrollment levels contribute to uncertainty. He said that in Phase 1, a certain number of searches for instructors and tenure-stream faculty are during the fall semester. A handful of these searches with extremely early conventions have been allowed to go forward. The Provost stated that Deans always have the ability to ask him to speed up the process for early conference disciplines. Phase 2 in the spring is for visitor lines, recognizing that there are some disciplines where visitors are in short supply. There will be other searches that might be allowed to go forward in the 2018-19 year, that are not in the 2017-18 year. The decisions are made through a confluence of enrollment pressures, retirements, and previously unfilled vacancies. The Provost said he is stretching money as far as it can go after multiple years of budget cuts, with a decline in enrollment. The Provost said he realizes the environment is frustrating, and they are trying to make context-specific decisions for each discipline.

There was some discussion between Krasnoff and the Provost about balancing timely searches with conducting fewer searches, with departments taking a faculty line when it is available, even though the national timeline was past.

Roxane DeLaurell (Guest) commented on if a faculty member leaves, some departments are told that line will not be replaced. She offered that puts the department in a difficult position in making quality tenure and promotion decisions.

Provost McGee clarified that they have replaced many faculty colleagues who have resigned, retired, or were not successful in the tenure and promotion process. He said in some cases, shifting enrollments could cause a colleague to not be replaced. Provost McGee said that decisions are not made preferentially, but to meet demands of shifting enrollments within schools and across schools.

Irina Gigova, Senator (at-large, HSS) asked for an update on the construction on the Science building, which was due to be completed in the summer. She also asked about the advisory council announced by President McConnell.

President McConnell said the advisory council meetings will be public and will offer opportunities to hear concerns and ideas. President McConnell asked Dean of School of Sciences and Mathematics Mike Auerbach to comment on the Science building's progress.

Mike Auerbach (Guest), Dean of the School of Sciences and Mathematics said that much progress has been made, and is visible in the exterior. He said that the punch list is lengthy, and they are taking time to make sure that work is complete. One delay is elevator inspections, which are delayed due to "county fair season." Dean Auerbach shared that the same people who inspect elevators are also responsible for amusement park ride inspections. Some delay is also due to losing the work force to hurricane repairs in other states.

There were no more questions for President McConnell.

c. Provost Brian McGee

Provost McGee echoed President McConnell's comments about the College administration's commitment to the safety of the College community, while also respecting the Constitution, and the rule of law.

Provost McGee offered comments on the curriculum, and multiple new instructional opportunities being developed. He noted a steady increase in courses offered at a distance, with a record number offered over the summer. The increase in distance courses is significant for programs in development, such as the Bachelor of General Studies. The Provost mentioned that a new Masters is being developed which will be taught primarily at a distance, in English as a Second Language. He mentioned that these efforts are important to meet the needs of our community. Other projects include a Masters in Data and Science analytics and possible undergraduate work with the Citadel. The Provost reminded everyone that any new program will have to be approved by December 2017 to go in the Catalog for Fall 2018.

Provost McGee spoke about the enrollment for Fall 2017 and challenges and changes for financial aid for graduate and undergraduate students. He suggested it would be helpful to look at trends for undergraduate degree-seeking students and shared a PowerPoint (Appendix A) with five-year trend data available from <http://irp.cofc.edu/>. Provost McGee described a competitive marketplace for undergraduate degree-seeking students, which accounts for some fluctuation in the undergraduate total. As promised in the September Senate meeting, Provost McGee provided

percentages for African-American and minority student enrollment. He repeated that whole numbers are available from the IRP website, listed above.

Provost McGee repeated that enrollment information informs the discussion about faculty member numbers. He said that enrollment numbers drive the ability to recruit and retain faculty and to pay faculty a competitive salary. In order to reach campus levels enjoyed a few years ago, we will have to change recruitment and retention models.

Provost McGee said if we have fewer students, we will have fewer roster faculty, as tuition pays the majority of the bills. Provost McGee stated that there are 21 less roster faculty lines funded now than in 2014, and that is solely due to enrollment fluctuation.

Provost McGee next commented on the proposed Undergraduate Grade Redemption Policy. He commented because he has seen work on this policy be faculty committee and student government for a three year period. He pointed out that the policy has had the support of three student body presidents, and indicated that the proposal matters to the student body. Provost McGee gave information on similar policies at different universities. The forgiveness policy is not simple, and has been debated by faculty, and is complicated by existing software systems. Provost McGee strongly recommended against amending the policy on the Senate floor, because of the many interlocking elements that go into the policy, and suggested any desired changes in wording be remanded back to the Academic Standards Committee. He stated the College would be well-served by moving to a more generous model of academic forgiveness.

The Provost spoke of the good start to the semester, despite weather challenges, and acknowledged excellent student work, including the work done by students from the School of the Arts. He said it is an honor to serve as Chief Academic Officer and it is a pleasure to see the good work of students.

There were no questions for the Provost.

5. There was no Old Business.

6. New Business

a. Academic Standards Committee (Quinn Burke, Chair) **Motion to adopt the Policy, Proposed Undergraduate Grade Redemption (Appendix B).**

Burke explained that different colleges refer to similar policies as academic forgiveness or grade redemption. He explained that the Academic Standards Committee found that institutions typically enacted one of two policies: the repetition policy, allowing a student to repeat a course within a certain time period; and grade exclusion, which allows a grade to be struck, and does not require the student to take the course again. The proposal listed above reflects a repetition policy and is the work of Academic Standards, Student Government Association (SGA), Academic Affairs, and the Registrar's Office. Burke offered that the Academic Standards Committee reviewed 20 peer institutions and Colonial League institutions. They found that 17 of

the 20 had a similar policy, and on average, the number of courses that can be repeated or redeemed is about 3, and the mean eligible grade is 2.46.

Speaker Jurisich asked for discussion of the motion.

Susan Kattwinkel, Senator (Theatre) thanked the Committee for clarifying the proposal. She asked the Registrar if the software allowed both grades to appear on the transcript, but only count one grade.

Mary Bergstrom (Guest, Registrar) said that the Registrar's Office will need at least six to eight months to test the system and work out the business processes.

Kattwinkel asked the Committee if they had considered counting the grade that was higher, instead of the second grade attempt.

Quinn Burke (Chair, Academic Standards Committee) replied that the Committee decided to give more eligible courses to repeat, but to count the second grade to encourage student exploration and to prevent grade shopping.

Registrar Bergstrom said that the grade repetition policy will remain, and explained that the grades will still appear as repeat/include (RI). The repeat is different from the redemption policy.

Beatriz Maldonado, Senator (at-large, LCWA) asked how the policy affects withdrawals (WA), since that is equivalent to F on the transcript? Is there redemption policy for WA?

Bergstrom replied that any C- and below qualifies for redemption.

Tom Kunkle, Senator (at-large, SSM) asked if a student fails a class, do they get one chance to redeem it?

Burke said the student could apply for redemption for that course instead of repetition.

Registrar Bergstrom spoke about the difference in redemption and repetition. A student can repeat a course as often as they wish, but one time for redemption.

Kunkle then asked when does the student asks for the redemption policy to be applied-before the course or upon completing the course?

Burke said there is a two semester window for the student to apply for redemption, not including summers and clarified that the student has until the end of drop/add to clarify they want the course to be for redemption.

Kunkle asked how the policy will affect scholarships if the GPA changes?

Burke said that Financial Aid and Scholarships has looked at the policy, but the process is being worked out.

Bergstrom acknowledged that there is a risk to a student's financial status when they opt to participate in the redemption policy. She said there is a form Clemson uses that requires the student to sign indicating they understand their financial aid could be jeopardized or they could possibly face a repayment situation. She said a student will have to be advised appropriately before making the choice. She described a workflow involving Athletics, Undergraduate Academic Services, Financial Aid, and Faculty Advising.

Provost McGee said that the policy extends past rules created by the College to the federal government. Financial Aid must sign off for students receiving federal aid to ensure they are clearly counseled.

Blake Stevens, Senator (at-large, SOA) asked if the higher grade was accepted, instead of the second grade earned, then would there be less risk to the student of compromising their financial aid?

Lynne Ford (Associate Vice President for the Academic Experience) answered that the question concerns credit in addition to grades, and if credit is removed, the student can fall under the required hours for a grant or financial aid. She clarified that it matters where the credit is applied.

Susan Kattwinkel asked about a class that is offered every other year.

Burke said that this type of course would not be eligible.

Kattwinkel pointed out that the redemption policy may benefit some majors more than others.

Jim Young, Senator (at-large, SSM) asked if there was any data from peer institutions indicating how many students used this type of policy?

Burke said he did not have that data.

Young addressed SGA President Alexandra Helfgott, asking her if she knew how many students would use the redemption policy?

Alexandra Helfgott (Guest, SGA President) said that during her spring campaign, every student group she spoke to asked about the grade redemption policy. She said students are asking for the policy and she thinks it will be popular. She said the long three year process of hammering out the policy is painful for students, who operate on an August to May timeline.

Lynn Cherry (Guest, Associate Provost) reported that other institutions see immediate use of this type of policy when implemented, then it levels off significantly after year three.

Jacob Steere-Williams, Senator (History) asked if Special Topics courses are included?

Lynne Ford replied that Special Topics are excluded.

Jimmie Foster (Guest, Vice President for Admissions and Enrollment Management) asked about students losing credit, and gave the example of a student earned credit for a D, then took the course again and earned an F, would the student lose that credit?

Burke said in that situation the credit for the D would still stand, and spoke to the complexity of applying many variations that will occur.

Mark Staples (Guest, CIO, Information Technology) asked how the scenario described above (D to F) affects the GPA?

Bergstrom replied there would be no grade points earned.

Lynne Ford offered that the College has had a forgiveness policy for decades, the three year transfer option. It applies to students who stop out for a period of three years, then returns. If they meet certain qualifications, the student can petition to have grades below a C treated as transfer credits. The student loses the credit, but resets their GPA.

Jolanda Van Arnhem, Senator (at-large, Library) asked SGA President Helfgott why a student would want to do this. She asked about students who are dependent on loans putting themselves in jeopardy.

Alexandra Helfgott (SGA President) answered that high standards at the College of Charleston lead to the expectation that the student will perform better when taking a course a second time. Helfgott answered there is a student demand, and that faculty developing the policy see merit in it.

Bergstrom said the policy that first appeared from SGA allowed students to pick 2-4 courses that would disappear from the transcript, with no repetition.

More discussion ensued concerning prerequisites, workflow, time needed for fairly evaluating situations and advising students, the need for human interaction, and business processes that need to be worked out.

Andrew Alwine, Senator (Classics) called the question. It was seconded. Speaker Jurisich called for a show of hands on the motion to call the question. The majority voted in favor.

Speaker Jurisich called for the vote on the Motion to adopt the Policy, Proposed Undergraduate Grade Redemption. The motion carried.

7. Constituent's General Concerns

Iana Anguelova, Senator (at-large, SSM) brought a concern on behalf of her department and others on campus affected by the anti-virus program Kasperksy and the many problems associated with it. She listed many of the problems, mainly in slowing the function of computers until they are not usable. She spoke of the frustration on Kaspersky reinstalling itself.

Mark Staples, CIO (Information Technology) said he is aware of performance issues with Kaspersky. He and his staff are exploring alternatives to Kaspersky, recognizing that none of the many security options are problem-free. He offered that Kaspersky is a system-wide issue, not restricted to bad performance on Macs. He invited all to read his comments published on Yammer.

Jolanda Van Arnhem, Senator (at-large, Library) asked if the sign-in sheet could be in larger font.

Alexandra Helfgott, Guest, SGA President brought forward requests for covered seating for bus stops, free transcripts, and transportation for students to Grice Marine Laboratory.

Provost McGee said her concerns have been discussed in the last twelve months. He stated that charging for transcripts is normal in higher education, and that if they were free, the costs associated with them would appear elsewhere.

8. Adjournment, 6:46 PM

Respectfully submitted,

Jannette Finch

Faculty Secretary

Appendix A: Provost McGee PowerPoint

Appendix B: Policy, Proposed Undergraduate Grade Redemption

Provost's Report



Faculty Senate
October 10, 2017

Overview

- Curriculum Development
- Enrollment Report
- Comments on Today's Senate Agenda



10th Day Summary: Undergraduate Degree-Seeking Students

Undergraduates

| | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> | <u>2017</u> |
|----------------|-------------|-------------|-------------|-------------|-------------|
| Degree-Seeking | 10136 | 10044 | 10019 | 9995 | 9570* |
| Non-Degree | <u>245</u> | <u>294</u> | <u>354</u> | <u>252</u> | <u>226</u> |
| UG Total | 10381 | 10338 | 10373 | 10247 | 9796* |

*Excludes Charleston Bridge Program students.

10th Day Summary: Minority Student Enrollment

| | <u>2013</u> | <u>2014</u> | <u>2015</u> | <u>2016</u> | <u>2017</u> |
|---------------------------|-------------|-------------|-------------|-------------|-------------|
| All Minority Students | 15.6% | 16.9% | 18.1% | 19.1% | 19.9% |
| African American Students | 6.3% | 6.7% | 7.4% | 7.8% | 7.7% |





Proposed Undergraduate Grade Redemption Policy

per R.O. Feedback 8/30/17 & FCAS Final Review 9/6/17

A student may elect to retake a course in which a grade of C- or below was earned on a grade redemption basis. There are several restrictions that apply. Grade redemption only applies to courses completed in residence at the College of Charleston; transfer credit or coursework completed elsewhere is not eligible for grade redemption under this policy. A student may apply the Grade Redemption Policy to four (4) courses during their lifetime enrollment at the College, regardless of how many degrees are earned. Grade redemption applies only to the grade earned the first time a course is completed. A "W" is a status indicator and not a grade eligible for redemption. Certain types of courses are not eligible for grade redemption (see below for restrictions). Course grades assigned as a result of an Honor Code violation are not eligible for redemption under this policy.

Under this policy, a student may redeem a course in a subsequent semester with the goal of improving the grade and the grade point average. The grade earned in the first attempt is excluded and replaced by the grade earned in the second attempt, regardless of whether the second grade is higher or lower than the first. Once grade redemption has been applied, the decision is final; the original grade will not be restored. Both grades will appear on the transcript, but credit will only be earned once. Earned credit hours will remain in the semester of the first course attempt. Quality points for the purposes of calculating the cumulative grade point average (and major GPA if appropriate) will be awarded based on the second course grade earned. A student has two semesters, not including summer, in which to redeem a course for grade redemption.

A student who wishes to exercise the grade redemption option must complete the Grade Redemption Form indicating the course(s) to be re-taken. Because redeeming a course may affect Financial Aid, Scholarship, Veterans Benefits, and/or probation status, a student covered by any of these areas must consult in advance with the appropriate staff and gain a signature on the Grade Redemption Form. The form with required signatures must be submitted to the Office of the Registrar by 5:00 pm EST on the last day of Drop/Add for the semester or part of the semester (e.g. Express II) in which the course re-take is scheduled.

A course retaken for grade redemption will only be counted once toward satisfying graduation requirements. Students should be aware that professional schools, graduate programs, and future employers may apply their own criteria that may not recognize the grade redemption option in evaluating credentials for prospective students or employees.

Courses taken prior to Fall 2019 may not be considered for grade redemption.

RESTRICTIONS

- There are several types of courses not eligible for grade redemption. These include First Year Experience seminars, catalog courses that may not be retaken if the content changes (e.g. special topics, variable topics), courses with an individual enrollment (e.g. independent study, tutorial, internship, bachelor's essay), and courses graded Passed/Not Passed.
- This Grade Redemption Policy does not affect the Course Repetition Policy.

Example (not to be included in the policy verbiage):

- Student takes SOCY 101 in Fall 2019 and earns a D.
- Student applies for redemption to take SOCY 101 again in Spring 2020 and earns a B.
- The D from Fall 2019 will then be modified to have 3 Earned Hours; 3 Attempted Hours; and 0 Quality Hours/Points (i.e. grade removed).
- The B from Spring 2020 will have 0 Earned Hours; 3 Attempted Hours; and 3 Quality Hours/Points.