

University Faculty Council Meeting Minutes

February 28th , 2018

Digital Auditorium, HCC

3:30-5:30pm

Members in Attendance: Abby Brethauer (CAS-HPS), John Broome (COE), Courtney Clayton (COE), Jackie Gallagher (CAS-SS, UFC Vice Chair), Rachel Graefe-Anderson (COB), Steve Greenlaw (CAS-SS), Dave Henderson (COB), Jason Matzke (CAS-AH), Nina Mikhalevsky (Provost, Ex-Officio), Sarah Morealli (CAS-HPS, UFC Secretary), Deb O'Dell (CAS-HPS), Troy Paino (UMW President, Ex-Officio), Angela Pitts (CAS-AH), Anand Rao (CAS, At-Large), Woody Richardson (COB), Warren Rochelle (CAS-AH), Marcel Rotter (CAS, At-Large, UFC Chair), Victoria Russell (COE), Jordan Seurattan (SGA, Ex-Officio), David Stahlman (CAS-SS)

I. Call to Order: The meeting was called to order at 4:00 PM by Marcel Rotter.

II. Previous UFC Meeting Minutes: Approved, pending a correction

III. Reports

a. **UMW President's Report:**

State Legislature: The State House and Senate have until March 10th to reach a budget agreement; however the decision could extend into April. The House budget is a better fit for UMW's interests.

Fundraising: President Paino offered an update on his fundraising.

School Shooting in Parkland, Florida: In light of the recent school shooting in Parkland, FL, President Paino acknowledges the state of anxiety on campus. Paino says that we will do what we can to make sure UMW is able to help students cope with the event and to prepare our buildings. The latter may require a monetary investment.

b. **UMW Provost Report:**

School Shooting in Parkland, Florida: Anxiety is not limited to the students; faculty and staff are also concerned. UMW will be coordinating with Chief Hall to set up training and information sessions for all faculty, staff, and students. At present, the Provosts is planning to arrange a total of five sessions: three at the Fredericksburg Campus, one at the Stafford Campus, and one at the Dahlgren Campus.

Supporting Student Needs: According to a recent campus climate study, students have experienced aggressions and micro-aggressions during class (from their classmates). In these situations, students look to the faculty for guidance; however, some teaching faculty do not know how to handle the issue. Training sessions on addressing sensitive issues in class may be developed in the future. If you are working with a student who needs assistance in this regard, reach out to the Dean of Students and/or fill out the reporting form.

Fire Drill Guidelines: Many of the faculty expectations during fire drills are problematic. For example, the expectations currently state that, in the event of a fire, faculty are

responsible for the safety of students. It is not clear what this entails. The Provost is working with Ruth Lovelace to see if the faculty expectations can be modified.

Student Occupation of Closed Buildings: Please continue to encourage students to follow the proper protocol when they need access to buildings after hours.

Faculty/Staff Climate Study: The Provost recommends Deborah Schleef present the results of the Faculty/Staff climate study to the UFC.

- c. **CAS Dean Report:** No report.
- d. **COE Dean Report:** Dean Kelly has submitted a written report which can be viewed on the UFC website (<http://ufc.umw.edu/2018/02/23/ufc-agenda-february-28-2018/>) . His report provides an update on Virginia Senate Bill 76 and the COE's accreditation visit.
- e. **COB Dean Report:** No report
- f. **Student SGA Representative Report:** SGA had their special elections and passed a revised constitution. Students showed interested in an ASL course at UMW and more honors courses in humanities and social sciences (especially upper-level course). SGA has been fielding students concerns surrounding the Parkland, Florida incident and incidences at UMW (in particular, the recent stickers promoting white supremacy that were posted on campus). Currently, students are informed when incidences occur on campus, but they also want to know how UMW leadership is responding. Also, the SGA requests help from UMW administration in educating the student body on the proper way to file a complaint if they experience aggressions/micro-aggressions at UMW.
- g. **SAC Report:** All faculty/staff are invited to attend or enter the chilli cookoff competition during spring break.
- h. **UFC Chair Report:** Marcel Rotter uploaded his report to the UFC website (<http://ufc.umw.edu/2018/02/23/ufc-agenda-february-28-2018/>).
- i. **UFC Vice Chair Report:** No report
- j. **Faculty Senate of Virginia:** The next Faculty Senate of Virginia meeting will be held on Saturday, April 7th at George Mason University. The meeting will be held in conjunction with the AAUP. Anand Rao will send out registration and carpool information.
- k. **University Committees Minutes, Reports and Action Items:**
Academic Affairs: A typographical error was noted in the Academic Affairs meeting minutes.
Motion: The UFC passed a motion to approve all committee meeting minutes. All action items will be considered separately.

IV. Unfinished Business:

- a. **General Education Committee:**
SCHEV Assessment:
Motion: The GenEd Committee moves that Oral Communication and Digital Literacy should be selected as the two additional self-selected areas of assessment for SCHEV.

Oral Communication is an identified strength at UMW and Digital Literacy distinguishes UMW from other schools in Virginia.

The UFC passes this motion.

Task Force Recommendations:

Motion 1: General education assessment data for the following general education designations ALPA, EL, HES, and NS will be collected for a period of three (3) years to ensure more reliable and valid data.

The UFC passes this motion.

ALPA Recommendations:

Motion 2: The target for ALPA should be set to 80% of students “meeting expectations significantly” or “exceeding expectations” (assessment categories 4 and 5 of 5).

The UFC passes this motion.

Motion 3: Modify SLO1 from “Incorporates or responds to the theories/perspectives/values of others.” to “Incorporates or responds to the theories/perspectives/values of those engaged in the creative process.”

The UFC passes this motion.

Motion 4: Modify SLO3 from “Reflects on the value of the creative process.” to “Reflects on the value of creative works in society.”

The UFC passes this motion.

Recommendations for HES:

Motion 5: The target for HES should be set to 80% of students “meeting expectations significantly” or “exceeding expectations” (assessment categories 4 and 5 of 5).

The UFC passes this motion.

Motion 6: Modify SLO1 from “Students will be able to explain human and social experiences and activities from multiple perspectives.” to “Students will be able to explain human and social experiences and activities from multiple cultural and/or theoretical perspectives.”

The UFC passes this motion.

Motion 7: Modify SLO2 from “Students will be able to draw appropriate conclusions based on evidence.” to “Students will be able to draw appropriate conclusions based on evidence, texts, or other materials.”

The UFC passes this motion.

Motion 8: Modify SLO3 from “Students will be able to apply knowledge and skills learned to a novel situation.” to “Students will be able to apply knowledge and skills related to human behavior, ideas, and social structures to better understand actual social life.”

The UFC passes this motion.

Recommendations for NS:

Motion 9: The target for NS should be set to 75% of students at the level of “excellent” (assessment category 4 of 4).

The UFC passes this motion.

Motion 10: Modify SLO4 from “Students will be able to identify current issues in which scientific progress may challenge traditional social ideas or present moral or ethical dilemmas” to “Students will gain an understanding for how the natural sciences are used to address societal issues.”

The UFC passes this motion.

Recommendations for EL:

Motion 11: Modify and separate the current SLO3, “Students will be able to clarify and refine their understanding of their strengths and weaknesses in content of relevant disciplines and in skills such as time management, organization, professionalism, and so forth,” into two new SLOs:

New SLO3: “Students will be able to clarify and refine an understanding of strengths and weaknesses in the content of the relevant disciplines.”

New SLO4: “Students will be able to clarify and refine an understanding of strengths and weaknesses in skills such as time management, organization, professionalism, and so forth.”

The UFC passes this motion.

Motion 12: Remove the current SLO4: “Students will be able to recognize their knowledge and lack of knowledge.”

The UFC passes this motion.

Motion 13: Modify SLO5 from “Students will be able to connect their undergraduate experiences and their post-graduation lives” to “Students will be able to relate their experiential learning to their post-graduation plans.”

The UFC passes this motion.

Motion 14: EL courses will be assessed with a survey of students participating in the course. The survey administered by office of institutional analysis will consist of 7 questions to measure the five new SLOs, which will have a different set of responses, on a scale of 1-5 (Strongly Agree through Strongly Disagree). For those SLOs with more

than one relevant multiple choice questions, the average of those two questions will comprise the score for that SLO.

The UFC passes this motion with the expectation that Motion 14 will be amended to include a statement indicating that the Office of Institutional Analysis and Effectiveness will assess the survey.

Motion 15: EL courses will be assessed with a new set of self-reflection questions to be completed by the student participating in the course. In order to receive substantive assessment data, this self-reflection should be a required assignment (graded or not) of the experiential learning course, to be embedded as a set of journal exercises, final reflection paper, or whatever works for the professor and student.

Discussion of Motion 15: Motions 14 and 15 are both similar in the content they assess. It was suggested that the assessment methods outlined in Motions 14 and 15 be combined-perhaps by adding a comment box to the multiple choice questions outlined in Motion 14. This would decrease the time demand on students-especially those who are writing a thesis. It was noted that, when optional, comment boxes are commonly left blank.

In principle, the faculty should design their assignments for their particular courses; assessment should not drive assignment design. That said, faculty do feel that self-reflection is valuable and ask the General Education Committee to re-evaluate Motion 15.

Motion 15 was sent back to committee for re-evaluation. In particular, the UFC would like the General Education Committee to amend the motion with a statement that requires students to reflect in some way, but it is left to the instructor to incorporate reflection into the EL course.

V. New Business:

- a. **Academic Affairs Committee**: The AAC submitted 5 action items regarding the student suspension policy and syllabi requirements.

Brief Overview Regarding the Student Suspension Policy (Action Items 1-4)

Action Items 1-4, proposed by the AAC, seeks to reinstate the GPA thresholds used by UMW prior to 2007, add an additional "tier" (Action Item 1), add a warning system (Action Item 2), allow only UMW credits hours to be used in the calculation of a student's GPA (Action Item 3), and permit students to take courses at another institution while on second suspension (Action Item 4). While the UFC examined action items 1-4 separately, together they work as one policy with the ultimate goal of improving student retention rates. Of importance, changing the student suspension policy is only one step in the road to improving student retention; other pieces of the puzzle are being examined.

Concern: Would changing the student suspension policy improve retention and graduation rates?

According to that administration, graduation rates tend to trail retention rate. When the policy was changed in 2007 (to our current policy), UMW experienced a 10-point

drop in graduation rates that coordinates with the drop in retention rates. Therefore, returning to the pre-2007 thresholds may increase retention and graduation rates.

Concern: Is it wise to lower UMW's academic standards?

The Provost reminds the AAC's action items reflect UMW's GPA thresholds prior to 2007. Therefore, approving these action items would not lower our academic standards, but return to previous standards.

Concern: Will lowering the thresholds make it more difficult for poorly-performing students (including transfers) to bring up their GPA?

The newly proposed warning system will hopefully inform students sooner that they are in academic trouble and give them enough time to raise their GPA up before the prospect of suspension. In addition, faculty advisors need to be prepared to have tough, honest conversations with students who are unable to raise their GPA enough to be successful at UWM.

Action Item 1: Revision of Suspension Thresholds: The AAC moves to return to the suspension threshold levels to the pre-2007 levels and add a 5th tier to split the "61-120" credit threshold into two categories. Rationale: The AAC believes that the 2006 change in suspension thresholds plays a role in the decline in retention. Reinstating the pre-2007 thresholds may increase student retention. For more information, please see the report submitted by the AAC (<http://ufc.umw.edu/files/2018/02/UAAC-2018-02suspension-motion-1.pdf>).

The UFC passes Action Item 1 with a majority vote.

Action Item 2: Academic Warning: The AAC moves that the University add the standing of "academic warning" to precede probation for any student who's UMW GPA falls below 2.00 for the first time. Rationale: At present, first-time full-time students, who are placed on probation at the end of their first semester and who fail to raise their overall GPA above the threshold in the spring semester are placed on suspension in the fall. In many cases, a single semester does not offer students enough time to improve their GPA sufficiently (either through retakes or quality point accumulation). Adding in a semester on "warning," prior to the probation semester will provide greater opportunity for students to turn around an errant semester and more fully implement an academic recovery plan. For more information, please see the report submitted by the AAC (<http://ufc.umw.edu/files/2018/02/UAAC-2018-02suspension-motion-2.pdf>)

The UFC unanimously passes this Action Item 2

Action Item 3: Calculation of Academic Standing: The ACC moves to change the policy on calculating academic standing to calculate academic standing based only on hours earned at UMW. Rationale: Currently, evaluation of academic standing is determined

by the number of attempted credits which is calculated “by adding the UMW attempted hours (including UMW graded credits, PA, SA, UN, W and repeated credits) to the AP credit, IB credit, CLEP credit, Cambridge credit, and transfer credit hours.” This disproportionately impacts students who accumulated credit while in high school and/or are transfer students, many of who come in to UMW with 60 or more credits. For more information, please see the report submitted by the AAC (<http://ufc.umw.edu/files/2018/02/UAAC-2018-02suspension-motion-3.pdf>).

The UFC passed Action Item 3 with a majority vote.

Action Item 4: Policy on Taking Courses at another Institution While on Suspension: the ACC moves to change the policy on taking courses at another institution while a student is on suspension so that students on second suspension can take a limited number of courses at another college or university for transfer to UMW. Rationale: Currently, students under first suspension may enroll at another college or university for transfer to UMW after obtaining written approval from Academic Services and the Registrar. However, students under second suspension may not do so. In some cases, it may be advantageous and advisable for a student to enroll in a limited number of courses during their year suspended from UMW. For more information, please see the report submitted by the AAC (<http://ufc.umw.edu/files/2018/02/UAAC-2018-02suspension-motion-4.pdf>).

The UFC passed Action Item 4 with a majority vote.

Action Item 5: Change to Syllabi Requirements: The ACC moves to update the Faculty Handbook section on course syllabi to include language requiring the inclusion of an accessibility statement, course recording statement, and Title IX policy statement. For more information, please see the report submitted by the AAC (<http://ufc.umw.edu/files/2011/09/UAAC-2018-02syllabi-requirements.pdf>).

The Provost will talk to Tiffany Oldfield to see if a softer Title XI statement can be developed (the proposed statement is “unfriendly”) and if a link to the Title XI policy (in lieu of the entire statement) in the content of the syllabus will suffice.

The UFC passed Action Item 5 with a majority vote.

- b. **Distance and Blended Learning Committee:** The DBLC recommends approval of 4 courses/instructors for majority online delivery starting Fall 2018. EDSE 533 and 535 (Lindsay Payne, Instructor), MATH 120 (Randall Helmstutler, Instructor), and STAT 180 (Julius Esunge, Instructor)
- c. **Honors Program Committee:**
The committee considered appeals from two students for re-instatement to the Honors Program. Action – one student was re-instated. The dismissal of the second student was upheld.

The committee reviewed applications from 26 students to enter Track B of the Honors Program. Action – 18 students will be invited to join Track B of the Honors Program based on their applications.

d. Writing Intensive Committee:

The WI Committee recommends the approval of WI designation for EOCON 382 (Don Lee, Instructor and Kyle Murray, Student), effective spring 2018.

The WI Committee recommends the approval of WI designation for MATH 120 (all departmental instructors), effective summer 2018.

e. **Motion: The UFC passed a motion to approve all DBLC, Honors Program, and WI recommendations and action items**

VI. Announcements

- a. Congratulations to Abby Brethauer for her 18th conference championship and being named coach of the year!

VII. Adjournment: Meeting adjourned at 5:19PM. The next UFC meeting will be held on April 4th, from 3:30-5:30pm in the HCC Digital Auditorium