

# MEETING OF THE GENERAL FACULTY

**Monday, January 11, 2021**

**4:00 pm**

**Zoom conferencing [link](#)**

Join Zoom Meeting

<https://us02web.zoom.us/j/87823438466?pwd=aW9HekkrSkI2cVFyUzZWMzlnNlFE3dz09>

Meeting ID: 878 2343 8466

Passcode: 924684

One tap mobile

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1. Call to Order
2. Approval of the [December 2, 2020](#) and [December 4, 2020](#) Faculty Meeting Minutes
3. Committee Reports
  - a. CUPP (oral report) Professor A. Eckhardt
  - b. Curriculum Council (oral report) Professor D. Marvin
  - c. Promotion and Tenure Committee (oral report) Professor M. Perera
  - d. Faculty Development Committee (oral report) Professor L. Nillas
  - e. Nominating Committee (oral report) Professor D. Roberts
  - f. Assessment Committee (oral report) Professor L. Nelson
  - g. [Undergraduate Research Advisory Committee](#) (written report) Professor T. Fuist
  - h. [COVID Instructional Work Group Motion](#) Assoc Prov R. Roesner
4. Old Business
5. New Business
6. Administrative Reports
  - a. President's Report: State of the University
7. [Announcements](#)
8. Adjournment

## MEETING OF THE IWU GENERAL FACULTY

Wednesday, December 2, 2020 over video conferencing. Voting was performed after the meeting via electronic ballot.

### Summary of business conducted:

- CUPP Motion 1: CUPP requests faculty approval to appoint David Bollivar to the Accreditation Leadership Team. Motion passed.
  - CC Motion 1: New major sequence in Entrepreneurship. Motion passed.
  - CC Motion 2: Revision to the minor sequence in Psychology. Motion passed.
  - CC Motion 3: Revision to the major sequence in Neuroscience. Motion passed.
- 
1. **Call to Order.** President Nugent called the meeting to order at 11:04 pm, noting that a quorum was present.
  2. **Approval of the minutes** of the November 4, 2020 Faculty Meeting. The secretary notified the body of a typo which was fixed. Minutes approved.
  3. **Curriculum Council Consent Agenda.** Nothing removed from the consent agenda.
  4. **Committee Reports**
    - a. **CUPP** (written report), Prof. A Eckhardt

A leadership team is needed for the HLC (Higher Learning Commission) accreditation visit during the 2021-22 academic year. Administrators requested that Prof. Dave Bollivar and Prof. Stephanie Davis-Kahl serve on that leadership team. Since Prof. Bollivar is currently serving on CUPP, this appointment requires the approval of the faculty. **Motion:** approval of the appointment of Prof. Dave Bollivar to the HLC leadership team.

Reports from the faculty representatives to the Board of Trustees meeting in October are expected to be out this week.

- b. **Curriculum Council** (oral report), Prof. D. Marvin

Work has progress on development of form/process for application to create a certificate, with an expectation it will be ready early in the Spring semester. Regarding potential review of summer courses due to changes in pedagogy with shortened terms, CC has decided not to review existing summer courses, though note that new courses will still require CC approval. Regarding the resource evaluation group, progress is being made; expect a proposal in the Spring.

### **CC Motion 1:** New major sequence in Entrepreneurship

The motion presented by the council has a rephrased line from the one in the meeting packet. In the meeting packet version, the last line of the first paragraph ends with “and encouraging students to consider at all times how their actions and the action of those organizations of which they are leading or a part affect society” instead will read “and encouraging students to consider at all times how their

actions and the actions of those organizations which they are leading or of which they are a part, affect society.”

Rationale and description: the major requires one new course, which was approved on the consent agenda. No new staffing is required. Existing staffing includes an instructional staff member teaching three courses per year.

**CC Motion 2:** Revised minor sequence in Psychology

The change is to requirement labeled d), which gives several options including statistics and methodology. However, since Psych 202 will no longer be offered, in practice the current status of the minor does not afford students much flexibility. The proposal keeps the course count at 6, requires a statistics course, but allows the methodology course to be swapped out for a different upper-level.

A faculty member asked about substitutions for nursing majors. A: while not automatic, psychology faculty would be willing to sign the form that makes the substitution.

**CC Motion 3:** Revised major sequence in Neuroscience

Summary: require all students to take the capstone course, excluding thesis research as an option. Thesis research will still exist, and will still count towards the major, but will not count as a capstone. Rationale: lack of faculty available to teach multiple independent study overloads.

c. **Promotion and Tenure Committee** (oral report), Prof. M. Perera

The committee is reviewing cases. No questions.

d. **Faculty Development Committee** (oral report), Prof. L. Nillas

Completed review of sabbatical proposals. Note that Feb 15 is the deadline for the third cycle of CD, ASD, and ID proposals. Hope to run an info session in the Spring.

e. **Nominating Committee** (written report), Prof. D. Roberts

A Parliamentarian is needed for the Spring semester.

A replacement is needed for the Hearing Committee. Profs. Engen and Mohan have been nominated. There were no further nominations from the floor.

Nominating Committee is interested in exploring ways for staff to contribute to committees. Faculty with ideas and feedback are encouraged to contact Prof. Roberts.

f. **Assessment Committee** (written report), Prof. L. Nelson

No questions.

g. **Undergraduate Research Advisory Committee** (written report), Prof. T. Fuist

No questions.

h. **Council for Excellence in Teaching and Learning** (written report), Prof. S. Sheridan

It is notable that 19 faculty members enrolled in UW-Madison course “Fundamentals of Online Teaching,” a 6-week workshop over winter break. The chair thanked the committee, and a faculty member thanked Prof. Sheridan for his service across multiple committees over 23 years.

i. **Fall Contingency Planning Committee Instructional Work Group** (oral report)

During a very recent meeting, news broke that University of Illinois would offer a Credit/No Credit option for students for the Fall 2020 semester. There was strong interest among committee members to craft something similar for IWU.

Points made in support of a policy of this sort:

- Students had a rough time this semester, from dealing with different instructional modalities, dealing with illness, dealing with disruptions due to quarantine.
- These difficulties impacted students in different ways depending on existing income and support structures, and thus risk grade inequities are a potential problem this past semester.
- The policy should not be limited to only a certain subset of courses, but made available to all students for all courses since all students were impacted.
- An advantage of having a blanket, automatic policy is that then all students are impacted equally. If the policy requires a petition then only the students who are comfortable with navigating the university will be reached.
- Giving students flexibility to choose a grade option that best helps their situation.

Points made in opposition or requests for modification:

- Faculty have already made accommodations to account for these difficulties, so an additional blanket grade policy is not needed.
- Some students in professional programs would be negatively impacted by such a policy, because professional accreditation requires credit.
- Advisors should be consulted, because some students might choose to turn a D grade into No Credit when the credit that comes with a D grade would actually be better for graduation. This also would help address inequality that comes from not all students being forward enough to ask about the best options available.
- Another example of counting D as no credit causing problems is when the course is needed as credit for a pre-requisite.
- Would prefer to not give this option to students who got a poor grade due to academic dishonesty.

Question on timing. Answer: if we did anything, it would be retroactive with a deadline sometime in January. If action was to be taken, it would be best to do so quickly so students can be informed.

Question about how widespread such policies are. The Provost answered that of 52 institutions he is aware of, about 20% are adopting a similar policy and about 20% are considering.

**Motion:**

- 1) A no fail policy means all F's would automatically be converted to a no credit. No petition and no permission of professor needed.

2) A student who earned a D in a course can use the course for credit OR put it in the NC category, but not both and using a form.

3) An F given due to academic dishonesty will remain without a change.

4) Students withdraw retroactively with the original grade still standing on the transcript. So the GPA isn't affected by the grade.

**Motion to amend**, add the following:

5) These options may not be available for courses that are required for professional accreditation.

**Motion to amend**, add the following:

6) A student who earned a D in a course would need to meet with their academic advisor before exercising these options.

The body moved to refer everything to the Fall Contingency Planning Group, charging them to present language to vote on at an upcoming special meeting.

5. **Old Business** – none.
6. **New Business** – none.
7. **Administrative Reports** – none.
8. **Announcements** – see attached document.
9. **Adjournment.** The meeting was adjourned at 12:54 pm.

Respectfully submitted,

Andrew Shallue

Faculty Secretary

## **Appendix A – Voting Results**

- CUPP Motion 1: CUPP requests faculty approval to appoint David Bollivar to the Accreditation Leadership Team. Motion passed.
- CC Motion 1: New major sequence in Entrepreneurship. Yes – 81, No – 6. Motion passed.
- CC Motion 2: Revision to the minor sequence in Psychology. Yes – 87, No – 1. Motion passed.
- CC Motion 3: Revision to the major sequence in Neuroscience. Yes – 87, No – 2. Motion passed.

## SPECIAL MEETING OF THE IWU GENERAL FACULTY

Friday, December 4, 2020 over video conferencing. Voting was performed after the meeting via electronic ballot.

### **Summary** of business conducted:

1. Call to Order. President Nugent called the meeting to order at 12:05 pm.
2. Approval of the November 18, 2020 minutes of the special faculty meeting. Q: when were these minutes distributed to the faculty? A: Monday, November 30. Minutes approved.
3. COVID Instructional Group Motions.

The Associate Provost gave some information regarding grades. The Fall 2020 semester has 142 D grades, 125 F grades. As a point of comparison, Fall 2019 had 152 D grades, 95 F grades. Fall 2020 also has about 100 incompletes. At this moment, not able to give an exact count of incompletes for Fall 2019, maybe 70-75? These two Fall semesters had roughly the same number of students: 1629 vs. 1625. These numbers were broken down by class year; from 2019 to 2020 the number of D's and F's increased among 2020 seniors, and decreased among 2020 juniors and sophomores. For Fall 2020, the number of unique students who earned at least one F is 86; unique students who earned at least one D was 120.

A faculty member asked if this data changes the rationale for the motions presented. A: the motions were crafted before data was gathered. Rationale remains a desire to "give grace" to students in trouble because of the challenge presented by the pandemic.

**Motion 1.** In response to the unusual challenges of the fall 2020 semester, the Illinois Wesleyan faculty is implementing extra measures to help students maintain progress toward their degrees.

1) For fall 2020, all course grades of F, except those assigned as penalties for academic dishonesty, will automatically be converted to a grade of no credit (NC). No paperwork or consultation with an advisor is needed.

**Motion 2.** Additionally, with consent of the academic advisor, students may exercise the following option for courses taken during Fall 2020. This option may be exercised through Friday, January 22, 2021 using a special form. This option may not be available or advisable for courses that students need for professional accreditation, pre-professional preparation, or degree completion.

2) For fall 2020, a student with a D can elect for the grade to be converted to a grade of NC. If a student exercises this option, the course will not count toward any requirements nor count as a prerequisite.

**Motion 3.** Additionally, with consent of the academic advisor, students may exercise the following option for courses taken during Fall 2020. This option may be exercised through Friday, January 22, 2021 using a special form. This option may not be available or advisable for courses that students need for professional accreditation, pre-professional preparation, or degree completion.

3) For fall 2020, a student with a D, or an F that has been automatically converted to NC, can elect to withdraw from the course retroactively. The transcript would show a withdrawal (W) rather than D or NC.

Rationale: The Instructional Work Group recognizes and appreciates the extra efforts and flexibility that faculty and staff have exercised to help students through the fall semester, but we also know 1.) that not all students were equally able to avail themselves of help, and 2.) that some challenges faced by students were beyond the university's reach. Recognizing this and wanting our students to have good paths forward, we are recommending these additional grade relief measures.

NOTE: Limitations on the amount of "D" work outlined in the Catalog will stand. No more than four units of "D" work may be counted toward the degree. No more than one unit of "D" work can be counted toward the major or the minor. No more than two units of "D" work may be counted toward Shared Curriculum requirements. If one or more of these motions passes, the Instructional Group will prepare, for the January 11 faculty meeting, a similar motion (or motions) pertaining to the Spring 2021 semester.

Q: If a student grade is converted from an F to NC, is there an impact on financial aid or academic standing? A: No impact on financial aid requirements to complete a certain number of units, but for the GPA portion the NC would be better for students. In terms of academic probation, if the motion passes some students would not be on academic probation due to the GPA boundary.

Q: What is the distinction between W and NC? A: An NC ends up as an F in many recalculated GPAs and a W does not (for example, GPA submitted to some graduate schools).

Q: Does motion 3 depend on other motions. Ruling by the chair: Motion 3 depends on 1 and 2.

A faculty member spoke against the motions, noting that the data suggests the grade situation is similar to other semesters. A member responded that the pandemic has hurt students in an inequitable way, and that a no-fail policy can support students with no downsides from the professor point of view.

**Motion to amend:** strike "additionally" from preambles to motions 2 and 3. Motion **passes**.

**Motion to amend:** change 3) to read: For Fall 2020, a student with a D or an F (except those assigned as penalties for academic dishonesty) can elect to withdraw from the course retroactively. The transcript would show a withdrawal (W) rather than F, D, or NC.

Discussion of the amendment focused on the withdrawal part. One faculty member opined it would be fairer to open the possibility up to any student, since the difference between D and C- is minimal. In response to a question, it was noted that a W does not come with unit credit, so would not count for a prerequisite. Amendment **failed**.

**Motion to amend:** change 3) to read: For Fall 2020, a student can elect to withdraw from a course (or courses) retroactively unless their course grade has been the result of a penalty for academic dishonesty.

Q on how this would be recorded. What if the academic dishonesty resulted in a lower grade but not a report? A: The Registrar's Office will get the record of academic violations from the Associate Provost's Office, but this will only be the official results sent to the Associate Provost.

Motion to amend **passes**.

4. Adjournment. Meeting adjourned at 1:38 pm.

Respectfully submitted,

Andrew Shallue

Faculty Secretary

Appendix A – Voting results.

*Motion 1: In response to the unusual challenges of the fall 2020 semester, the Illinois Wesleyan faculty is implementing extra measures to help students maintain progress toward their degrees.*

1) For fall 2020, all course grades of F, except those assigned as penalties for academic dishonesty, will automatically be converted to a grade of no credit (NC). No paperwork or consultation with an advisor is needed.

**Motion passed**

Yes = 71

No = 18

*Motion 2: With consent of the academic advisor, students may exercise the following option for courses taken during Fall 2020. This option may be exercised through Friday, January 22, 2021 using a special form. This option may not be available or advisable for courses that students need for professional accreditation, pre-professional preparation, or degree completion.*

2) For fall 2020, a student with a D can elect for the grade to be converted to a grade of NC. If a student exercises this option, the course will not count toward any requirements nor count as a prerequisite.

**Motion passed**

Yes = 68

No = 21

*Motion 3: With consent of the academic advisor, students may exercise the following option for courses taken during Fall 2020. This option may be exercised through Friday, January 22, 2021 using a special form. This option may not be available or advisable for courses that students need for professional accreditation, pre-professional preparation, or degree completion.*

3) For Fall 2020, a student can elect to withdraw from a course (or courses) retroactively unless their course grade has been the result of a penalty for academic dishonesty.

**Motion passed**

Yes = 69

No = 21

## **December 2, 2020 URAC Meeting Report**

### **Members Present:**

Todd Fuist (Chair)

Maggie Evans

Given Harper

Will Jaeckle

Amy Jo Perez

Rebecca Roesner (ex officio)

The meeting was called to order at 9AM.

We thank Given Harper for all of his contributions! This was his last meeting.

URAC had the pleasure of hearing from Meg Miner and Amy Sutter. Meg and Amy educated our group on the ways in which the existing Digital Commons may serve the upcoming virtual JWP. This included a discussion of (1) whether the current Digital Commons submission space may serve to collect and vet submissions for JWP 2021 and (2) whether the Digital Commons could serve as a virtual platform for the JWP conference. The existing Digital Commons has a submission process that is highly customizable and could allow for changes for the JWP submission process. Further, the web page which may potentially host the JWP conference could be customized in different ways, such as tagging particular presentations with a specific course name. Our committee also discussed next steps in planning the JWP conference. For example, we anticipate some conference presentations will occur synchronously while others will occur asynchronously. We discussed formats for the submission process which would help funnel submissions into synchronous or asynchronous categories. Finally, we discussed our interest in gaining faculty input on students' submissions. We considered potential pathways such as a Google Form which would elicit faculty mentors' voices in the student submission process. The meeting was adjourned at 10:11AM.

## Motion from the COVID Instructional Group

**For the spring of 2021, students can withdraw from a course up until 11:59 pm CST on Reading Day (April 22, 2021). As is the case during ordinary semesters, if a course grade of F is assigned during the term as a penalty for academic dishonesty, the student can no longer withdraw.**

### Rationale:

Looking at both local and global news about the pandemic, we recognize that our students will continue to experience COVID-related stresses and disruption as we wait for vaccinations and brighter days ahead. Using what we learned in 2020, the Instructional Group proposes that students be able to withdraw from a class through the end of Reading Day. If a student elects this option, a grade of 'W' will appear on their transcript, and it will not impact their grade point average. We are proposing this because:

1. It will be transparent to all from the beginning of the semester.
2. It is easy for students to understand and is under their control.
3. It is equally applicable to all students, courses, and majors.

## Faculty Meeting Announcements – January 11, 2021

We are very excited to provide a full day of unique and engaging programming for **Dr. Martin Luther King Jr. Day, Monday, January 18.**

Through a grant written by Dr. Michelle Gibbs, Assistant Professor of Theatre Arts, IWU has received a Healing Illinois grant from the Illinois Department of Human Services in partnership with The Chicago Community Trust. On MLK Day 2021, we are fortunate to have the opportunity to work with Brownbody, a BIPOC-led performance group based in Minneapolis-St. Paul, Minnesota. Brownbody blends African diasporic practices in their modern dance, theatre performances, and figure skating to create artistic experiences that disrupt biased narratives. The company has developed a teaching curriculum in anti-racism and African diasporic cultural practices that will help IWU faculty and staff address how to support, through creative instruction, BIPOC students and the larger BIPOC campus community.

On MLK Day, Brownbody members will facilitate an anti-racism and racial justice introductory workshop for all university faculty and staff. The objective of this professional development day is to listen, reflect, cultivate deeper levels of awareness, learn, and practice what it means to hold space individually and collectively to begin the essential expansion required for anti-racism action and racial justice.

Please mark your calendars for the following (all virtual) events. Detailed information and links will be shared closer to the day.

### **MLK Day: Undoing Racism Through Creative Practice for Racial Healing**

8:30 - 9:30 – Welcome/Dr. Franklin Larey, keynote

9:30 - 12:00 – IWU Community Healing Workshop, hosted by Brownbody

12:00 - 1:00 – Break for lunch

1:00 - 2:30 – IWU Community Discussion, led by IWU staff and faculty

1:00 - 2:30 – IWU BIPOC-centered Community Discussion, led by Brownbody

2:30 - 3:00 – Break

3:00 - 4:00 – IWU history workshop “We’ve Come a Long Way...We have a Long Way to Go”

5:30 - 7:00 – Brownbody Performance and Post-Show Discussion

7:30 - 9:00 – Annual Gospel Fest



## Faculty Meeting Announcements – January 11, 2021

**Posse Plus Retreat (Saturday, January 30):** This year's Posse Plus Retreat, *The State of Leadership: Community, Conflict, & Change*, will be a virtual event on Saturday, January 30, 2:00-4:30pm. Sponsored by IWU and the Posse Foundation, Inc., the Posse Plus Retreat is a dynamic leadership development opportunity for all students, faculty and staff. In previous years, we have been limited to 100 participants, but this year's retreat will have no limits on participation. We encourage you to prioritize this event for this Spring. [Register here!](#)

**Posse 5 Mentor Applications:** A friendly reminder that the Posse 5 Mentor applications are due January 18. Application materials [are here](#).

### **Illinois Wesleyan University Campus Art Collection Now Online**

The Ames Library is happy to announce the publication of the IWU Campus Art Collection,\* an initiative to locate, catalog, and photograph the variety of art on campus. The collection contains more than 1,000 pieces of artwork which have been created or donated by Friends of the University, alumni, faculty, and students. The collection contains paintings, prints, sculptures, pottery, and more by famed artists including Salvadore Dali, Frederick Hart, Leroy Neiman, and Rembrandt van Rijn. Notable faculty artists are Miles Bair, Fred Brian, and Rupert Kilgore. Items in the collection date from 1631 to the present day.

I'd like to thank Suzanne Wilson for her leadership of this project over the past four years, and Meg Miner for her stewardship moving forward. Photographers Jason Reblando, Trey Frank III, and Nick Helten ensured that our digital images reflect the beauty of the tangible artworks, and library staff Tod Eagleton and Julie Wood worked diligently to research and describe each work. Past University Librarians Karen Schmidt and Scott Walter lent their strong support of the project from its inception.

We invite you to peruse the collection,\* and consider how to integrate the collection into your classroom/course, individual students' assignments, and research. To discuss specific needs, please contact the University Archivist, Meg Miner, at [mminer@iwu.edu](mailto:mminer@iwu.edu) or phone at (309) 556-1538.

With appreciation,  
Stephanie Davis-Kahl  
University Librarian

\* [https://collections.carli.illinois.edu/digital/collection/iwu\\_art](https://collections.carli.illinois.edu/digital/collection/iwu_art)

### **Even during the pandemic, display space is available at The Ames Library!**

Are you an advisor with a group that has something to share? Does your department or program have a milestone to celebrate? A topic you'd like to raise awareness about?

The Ames Library Exhibit Team invites any group on campus to contact us about utilizing display space in the library. There are several exhibit spaces in the library to promote student work, class

## Faculty Meeting Announcements – January 11, 2021

projects, guest speakers, organizations, events, achievements or any topic of interest you'd like to share with the campus community.

If your group is interested in scheduling a display, please contact Meg Miner at [mminer@iwu.edu](mailto:mminer@iwu.edu) or x1538.

**Opening the door to lesser taught languages. Sessions resume on Friday, February 5, 2021!**

