

Council of Deans  
October 23, 2019

The Council of Deans assembled for the fall retreat at 8:30 a.m. on Wednesday, October 23, 2019 at the UCA Elizabeth House. Provost Patricia Poulter presided and the following members were present: Jonathan Glenn, Michael Hargis, Jimmy Ishee, Vicki Groves-Scott, Angela Barlow, Kurt Boniecki, Tom Williams, Stephen Addison, Patricia Smith, and Gayle Seymour in absence of Terry Wright.

Amy Hawkins and her team, Stephanie Watson, Amy Baldwin, Michael Mills, Donna Stephens, Brent Hill and Wendy Lucas, led training on Appreciative Coaching. Charlotte Strickland followed with diversity training.

1. Training:

- a. Appreciative Coaching
  - i. Coaching for Improved Instruction
  - ii. Coaching for Goal Setting
  - iii. Coaching for Meaningful Performance
- b. Language – Understanding it's Significance in Everyday Interactions and Institutional Culture

2. Discussion:

- a) J. Glenn led a discussion concerning grade forgiveness. The group conversed and considered the following:
  - a. Awarding the grade achieved in the final repeated course versus averaging all grades.
  - b. Only allowing students to repeat grades of "D" or "F" since "C" is considered good standing.
  - c. Financial Aid implications.
  - d. Number of repeats to allow. Many institutions cap at two.
  - e. Vision for an appeals process, if allowed, and stakeholders to involve.
  - f. Impact on class capacity.
  - g. Automating the process in Banner.
  - h. Research related to student success when repeating courses multiple times.
  - i. Impact of supplemental instruction, tutoring and professionalized advising in reducing repeated courses.
  - j. Potential requirements for students prior to repeating a course that provide information and best practices related to grade improvement (ie: video or meeting with Academic Advising).
  - k. Limits, if any, on required basic/core courses and monitoring grade concerns for these classes.
  - l. The group decided to gather additional data to answer questions that arose during the discussion before making a final decision.

The retreat adjourned at 4:15 p.m.