

ARKANSAS STATE UNIVERSITY
FACULTY SENATE MEETING
April 19th, 2024
HSS 1028

Attendees: Ed Salo, Kim Vickrey, Robert Williams, Ibrahim Duyar, Kristen Sumler, Addie Fleming, John Hershberger, Sarah Scott, Dwayne Powell, David Pearlman, Karen Graham, Rollin Tusalem, Toccara Carter, Bert Greenwalt, Scott Mangan, Richard Segall, Jake Qualls, Zahid Hossain, Matt Carey, Cheryl Knight, Andrea Brown, Guolei Zhou, Alexandr Sokolov, Paul Finnicum, Pradeep Mishra, Audrey Folsom, DayDay Robinson, Suzanne Melescue, Gary Edwards, Robert Robinette, Shanon Brantley

Proxy Attendees: Wayne Williamson for Jessica Curtis, Trinity Pullam for Katie Camden, Angelo Brown for Veena Kulkarni

Guests: N/A

Absentees: LTC J. Morgan Weatherly, William Maynard, Khem Aryal, Arianne Pait

Meeting Called to Order: Ed Salo established a quorum. The meeting was called to order at 3:00 pm by Ed Salo.

Order of the Day: Motion to approve the order of the day by Andrea Brown, seconded by Paul Finnicum, all in favor, motion carried.

Approval of Minutes: Motion to approve the April 5, 2024 meeting minutes by Andrea Brown, second by John Hershberger, all in favor, motion carried.

Questions for the Chancellor/Provost:

1. *Does the university keep any data on the percentage of students who cheat? And in particular whether cheating is more common in certain types of classes and certain types of terms? 30% of my students have already cheated on a quiz/test in one online section during Session II. Additionally, national mental health statistics indicate that more college students are seeking assistance for “anxiety” and especially “academic anxiety.” This would seem to be relevant and a possible motive for some cheating. But in general I have increasing concerns about academic integrity online. I wonder what kind of data we keep and what new things we should be doing about it.*
 - a. No we don't keep the data, but could run a query about those that hit us 3-5 year rolling cycle. Any specific discipline? No. Across a wide spectrum. Probably mostly in STEM and nursing. Liability with healthcare practices. YA we can get the data.
 - b. Faculty responsibility. We know the students that are coming to us are not us. Series of workshops with AI. AI Conferences. Implement AI into classroom—from

conference that an English faculty that had the students use AI write the paper and then had questions about the information AI provided, and made them rewrite the paper, and based on what AI should have done. Greater quantities of cheating because of technology.

- c. Cheating may not be caught, but it is supposed to be reported. Must be reported. Must follow the policy.
 - d. Use it as a teaching moment. Hold them accountable. But don't have to kick them out on the first offense. Let's teach.
2. *What are the plans for the Graduate School Dean search?*
- a. The interim will be an interim who will not be able to apply for the job. Each college requires a unique approach. Looking for someone with heavy experience with graduate program and research institutions. Master's and PhD graduates; must meet a number. Had backlog of dissertations that had to be approved. Looking for someone with international education work with graduate school-GISE. International students are heavy recruitment for grad schools. Looking for someone with experience in growing graduate programs.
 - b. Vet school will have approximately 124 seats; need offer ramped up for those who may not make it into vet school. Someone who can work with off-ramp programs (Vet, Ag). Looking for someone who has had and produced graduate students and taught in a graduate program. We don't have time to train someone up. Need someone to hit the ground running.
 - c. CLAC- when I hired new dean, I got criticized for not running a national search. Personally responded to each email. CLAC is large, diverse and contiguous. They are argumentative. Needed someone who knew, history, knowledge; someone internally. Opened it up to nominations. Person who got the job was the only candidate who was NOT self-nominated and nominated by quite a few of her colleagues.
 - d. On grad school want experiences, but is there a line for an associate? Yes, and probably more than 1, but won't happen overnight. Mandated that everyone has a #2.
 - e. For college of ed? National search? I don't know; going to have to be a conversation with dep chairs. Will be an interim. I don't know. If it needs to be a national search, I will. \$100,000 for search firm—and then they are emailing us to then tap our network and ask us.
 - f. For grad school, do you intend to search externally? Yes
 - g. Have you identified an interim. Yes, I'm tapping the network.
3. *What are the ways people can get tenure or a promotion in academic rank on our campus? Other than the official PRT process, are there times when tenure and/or rank are appointed? If so, when might that happen?*
- a. Already answered. *See previous meeting minutes.

- b. 1) The Board of trustees are the only ones who confer or take away (7-person board). When you vote in your department, it is a recommendation. Dean, write a letter in support or against. Provost makes final recommendation. Goes to chancellor and then usually done. Unless something big, board votes on them as a slate. PRT process may differ.
- c. 2) Can an outside person negotiate rank and title? Yes, they can. It happens every day. Typically it goes back down to department and department head and then goes up through the process. But could it go straight through, yes. People who do that its automatically a clue; how are they tenuring senators and ex billionaires who have no academic rank. It happens, but does it mean I'll do it. No. This is not unique to this campus. That has not happened since I have been here-Calvin. If you think it has happened, please tell me. I insisted that mine go back.
- d. The way it should happen and the way it does happen are two different things.
- 4. Provost thanked faculty for first year. Notes he feels welcomed on this campus. Faculty so collegial; most collegial I've ever seen. I appreciate you and thank you for welcoming me into your family. Chancellor does as well and feels the same. Come to graduation—please.
- 5. 3 chairs in 3 years and don't know who it is for next year in Communication? Is this for the new Dean to figure out? Going to try to make it better. No one here wants to be department chair—2 things—1) they felt like there was not support at provost level and did not back them; 2) compensation wasn't there (no incentive). Policy to hear about department chair and salary. Last year that chairs can teach in the summer—use for research, vacation, professional development.

Provost Update/Q&A- Dr. Calvin White

New Business:

Both for full review and will vote in fall. Will start the discussion. These were determined to be shared governance issues for us to review. Comments—can be revised. Then , we will vote.

- **Shared Governance Proposal – Graduate Student Leave of Absence**
 - Leave of absence for all graduate school programs. Just grad students.
 - Discussed in chairs council—international students and laws? Addendum so that international students will be referred back to International Programs?
- **Shared Governance Proposal – Grade Repeat Policy**
 - Moving to allow a C to be repeatable (currently only D and F)
 - No repeat policy for graduate; this policy is only for Undergrad. No real policy for grad school and leaning on undergrad policy. Something to think about.

- Concern- grads that will have a “false GPA”. Doesn’t indicate level of student they have been. Professional schools and grad schools use every grade earned? Different from this inflated GPA.
- Will our students be at a disadvantage if other schools allow this and we don’t?
- “E” currently on transcript if grade is replaced.
- Limitation of only 18 hours? Some others have no limitation. Why are we putting a limit on it?
- Financial Aid- only pay for passing grade twice. F they will pay unlimited.
- Will this policy help us graduate more? Consider graduation rate.
- Do we need to consider CR grades as well due to COVID?
- Aggregate class demand?
- Do we have data?
- Send out to colleagues and this will be brought back up in fall.
- **Establishment of Faculty Senate Committee to study ranks for non-tenured faculty (over summer)**
 - Other universities do this; can pick and choose what we like from others.
 - Get a group for this summer to study, pull up ideas, to work on a draft of this.
 - If anyone in departments are interested, let them know. Only have to have 1 senator (chair), other members can be non-senators. Could also pick up in fall under new leadership.
 - Chancellor has mentioned this as well.

Old Business:

- **Team Teaching proposal**
 - No comments back from anyone; can go ahead an vote. Up or down vote. We had previously approved in Senate. Motion to approve by John, Seconded by Sarah Scott. All in favor. None opposed. Passed unanimously.
- **Faculty Senate Resolution On Amending the Bylaws of the Constitution of the Arkansas State University Faculty Senate**
 - Passed last time here in faculty senate; voting should come out later today.

Other Business:

- Standing Committees- email went out. Try to make sure pre-tenure people are taken care of so they can get service. Some committees are really popular. Will try to get you where you want.
- Ed thanked everyone for their support over the last year.
- Faculty Handbook in Chancellor’s office. Waiting to hear back.

Ed Salo adjourned the meeting at 4:19 pm. The next meeting will be Friday, September 6th.



Addie Fleming, Faculty Senate Secretary

SGOC Proposal – Graduate Student Leave of Absence

- I. Date: 02.21.2024
- II. Sponsoring Constituent: Graduate Council
- III. Statement of the Issue: Currently, there are no parameters or a policy outlining a leave of absence from the graduate school or graduate programs. This is to define the policy and process for obtaining a leave of absence from a graduate program in the Graduate Catalog.

Proposed Language

GRADUATE STUDENT LEAVE OF ABSENCE

Whereas the individual graduate programs define continuous enrollment policies for graduate programs, and situations may arise when students not enrolled for a spring, summer, or fall term may revert to the status of applicant, this Leave of Absence policy allows for a temporary disruption of regular enrollment without the student's status converting to that of an applicant. The Leave of Absence exclusively refers to leave from the academic program during a semester in which the student would normally have been enrolled.

The Leave of Absence is taken for personal reasons, military obligations, or other bona fide and documented reasons. ***A Leave of Absence form must be approved before starting the Leave of Absence, and the Graduate School and Program Director or Department Chair must approve any exceptions.***

Eligibility:

The Leave of Absence is available to any student in good standing and requires graduate program or departmental approval. Approval implies that the student is still in the program but will not be active or enrolled during the Leave of Absence. Programs or departments recommending a Leave of Absence intend for the student to resume their graduate studies after the Leave of Absence. Students on academic probation must receive approval from the Graduate School and Program Director or Department Chair before being granted a Leave of Absence; the Program or Graduate School may require specific conditions to be met under these circumstances.

Program Progression:

A student on a Leave of Absence cannot progress toward degree completion, including completing any newly enrolled coursework, program milestones, or other degree requirements. Exceptions may be granted in extenuating circumstances for currently enrolled courses that are issued an Incomplete (I) grade at the time of application for a Leave of Absence; the Program Director or Department Chair must

approve exceptions. When an approved Leave of Absence is in effect, students may not complete and transfer courses toward their degree requirements at Arkansas State University from other institutions.

Institutional Resources:

A student on an approved Leave of Absence will not be enrolled in courses or have access to university resources and services (e.g., library services, recreational facilities, student support services, etc.). If a student wishes to retain access to any university resources and services during the Leave of Absence period, they will be required to remit any fees associated with the resources or services.

Graduate Assistantships:

A student on an approved Leave of Absence cannot hold a graduate assistantship, and graduate assistantship positions cannot be kept open pending a student's return from an approved Leave of Absence. Students may reapply for open assistantship positions upon their return from the approved Leave of Absence. Leave from a graduate assistantship position is separate and should be addressed directly with the Graduate School in consultation with the Program Director or Department Chair.

Continuous Enrollment Requirement:

A student on an approved Leave of Absence will not be subjected to a continuous enrollment policy as defined by their program during the leave period. A Leave of Absence will start before the first day of a term and cover the entire duration of the terms approved for leave. Following the approved leave period, a student shall enroll in credit hours consistent with the continuous enrollment requirements of their respective program.

Time-to-Degree Requirements:

Any requirements for time-to-degree established by a program or the Graduate School are paused during the approved Leave of Absence period; a student's study during this time is disrupted, and this time does not count as time working toward the degree.

Tuition, Loans, Stipends, Scholarships, or other Financial Implications:

A student pursuing an approved Leave of Absence should be aware of any potential financial implications of requesting and receiving a Leave of Absence. Concerns dealing with financial obligations, loans, tuition, stipends, scholarships, etc., should be addressed directly with the Arkansas State University Office of Financial Aid and Scholarships or with the Arkansas State University Treasurer's Office.

Maximum Length of Leave of Absence:

A Leave of Absence can be approved for up to one year. The Program Director or Department Chair may support extensions up to an additional year in consultation with the Graduate School. A Leave of

Absence is not to exceed two (2) calendar years or six (6) full terms (spring, summer, fall). At the end of the approved leave period, the student must enroll in courses and resume their graduate studies. Students not enrolled at the end of their approved leave period and not granted an extension of the Leave of Absence will revert to applicant status. Any student not enrolling in courses after the maximum two-year period will revert to applicant status.

Medical Leave or Withdrawal:

Medical or psychological emergency leave or withdrawal shall be handled through the Program Director or Department Chair in consultation with the Graduate School and the Office of Title IX and Institutional Equity on a case-by-case basis.

Returning from Leave:

At the end of the approved leave period, or upon the student's decision to end the leave of absence and return to their program of study, the student shall work with their program advisor to ensure that course availability or sequencing aligns with the semester or term of return. Students returning to a lockstep or cohort model program may experience a delay in available courses if returning in a semester or term that is off sequence for their return.

- IV. Rationale for Proposal: The Arkansas State University Graduate School does not have an official Leave of Absence process and policy; without an official policy, graduate programs are not able to offer students the option of temporarily pausing their graduate studies without the need to revert the student status to that of an applicant. Many peer institutions offer formalized processes for graduate students to pause their enrollment through a Leave of Absence without penalty. A Leave of Absence process and policy will allow students who experience circumstances that make it difficult for them to make progress on their graduate degree an avenue to help ensure the success of the student and allow them to maintain program and university standards. This policy also helps increase the retention and progression of graduate students by removing barriers to completion, e.g., reapplication, etc.

- V. Additional Information:
Typically, changes to the Bulletin go through either the Undergraduate Curriculum Committee (UCC) or Graduate Council (GC). Since there is currently no language (or policy) in the Graduate Bulletin, the Graduate Council is bringing the proposal forward.

- VI. Type of review (i.e., expedited, full, or extended)
 - The committee recommends expedited review.

Shared Governance Proposal – Grade Repeat Policy

- I. Date: April 10, 2024
- II. Sponsoring Constituent: Undergraduate Enrollment Management and Academic Policy Committee (UEAPC)
- III. Statement of the Issue:

The UEAPC proposes that the grade repeat policy be revised in the following ways:

- 1) Update the 18 hour Repeat Policy to allow students an opportunity to repeat any credited course for grade recalculation if the first grade earned was a C or lower; and,
- 2) Document the highest grade earned as the official grade to be used for GPA recalculation under the grade repeat policy.

- IV. Rationale for Proposal:

- 1) This modification will allow students additional attempts to improve students' grade in all classes for which the grade of C or lower was previously earned thus increasing students' opportunity to compete in competitive programs.**

Updating the Grade Repeat Policy and allowing students to repeat any courses for which they earned a previous grade of C or lower, benefits students who may experience a difficult period but desire and are capable of a rebound.

Although the grade repeat policy allows students the chance to improve their GPA, the first attempt still counts toward limits on financial aid eligibility. The majority of A-State students receive financial aid which covers expenses for students to repeat a course only one time. Since financial aid will only pay to repeat a course one-time, students are not likely to extend graduation by repeating courses numerous times as this option is at their own expense.

Currently, beneficiaries of the grade repeat policy may only repeat grades of D or F to recalculate GPA. However, some students pursue programs that require grades of B or higher in specific courses. In these cases, students may desire to repeat courses for which they have earned a grade of C, but since under the current policy there is no impact on their GPA, they do not. This modification will allow students an opportunity for GPA recalculation for grades of C as they work to also meet competitive program requirements. Further, students considering graduate school may opt to repeat courses before graduation to improve the GPA for grades of C and lower. While all coursework is listed on the transcript, the improved GPA may positively impact the decision for program acceptance.

2) The change in policy simplifies the Repeat Policy process.

Currently, the repeat process is a timely and manual procedure for the Registrar's Office. The change in policy helps to maintain a better process for updating records as Banner has a repeat function that could be used to automate the repeat and include only the highest attempt.

- V. Type of review (i.e., expedited, full, or extended)
Full

P. 46, Undergraduate Bulletin

REPEATING OF COURSES

Students may repeat up to 18 semester hours in which grades C, D or F were earned and have the highest grade counted in computing the grade point average for undergraduate degree requirements. Courses may be repeated any time before the first Baccalaureate degree is awarded. Requirements:

1. The student must have earned a grade of C, D or F in the course they wish to repeat for a one-time grade recalculation.
2. Students may repeat up to 18 semester hours.
3. Once a student repeats the course, the highest grade earned will be used as the official grade to calculate the GPA. All other repeated courses will have both grades counted. Degree hours will be applied only once toward graduation requirements. (See Note Below)
4. Students may not repeat for credit any course in which they have earned a grade of B or better.
5. Courses repeated must be the exact course. Students may not use substitutions for repeated courses

NOTE: ~~A grade of F cannot replace a grade of D. If the grade in the first attempt is a D and the grade in the second attempt is an F, both grades will be counted. Grades in the highest attempt only will be counted to calculate GPA. If the student fails a course on the second attempt, they may need to take the course again to satisfy degree/graduation requirements. Students taking the course for third or more times will have all grades averaged and the first passing will have the degree hours associated with it.~~

NOTE: Once a student earns a grade of “D” or above in a course, he/she may repeat the course only one additional time and receive federal financial aid in support of the course. All students repeating a course should check with their financial aid counselor to see how the repeated course will affect their scholarships and or aid.

The student should be aware that the grade of C, D or F from any previous attempts will remain on the transcript. The previous attempts will be indicated by an “E” (excluded) in the repeat column.

A request for recomputation of grade point averages ~~must~~ **should** be completed and filed with the **Office of the Registrar** ~~Admissions, Records and Registration~~ in order to have the **highest** earned grade counted for courses which have been repeated. Developmental courses are not included in the “Repeating of Courses” policy.

The department chair, the appropriate college dean, and the ~~Office of Admissions, Records and Registration~~ **Office of the Registrar** will determine the application of the repeat course policy in those instances where course numbers and/or titles have been changed at Arkansas State University and for courses completed at other institutions of higher education. Every student is eligible for the provisions of the repeat policy, regardless of the Bulletin year in which the student entered A-State.

Students who are planning to apply for admission to graduate school should take note that most graduate/professional schools recalculate GPAs based upon ALL courses that students have attempted during their college career. Thus, any repeated courses will have both grades counted in consideration for graduate school admission.

Transfer courses will be transferred to students’ A-State transcript based upon the originating school transcript. Furthermore, transfer courses where grades of C, D or F have been earned and the same course is retaken through A-State Jonesboro are eligible to be evaluated using the A-State repeat policy.

HIGHER EDUCATION INSTITUTION POLICIES AMONG PEER R2 INSTITUTIONS

University of Arkansas at Little Rock (R2): If an undergraduate student repeats a course for credit, only the last grade will be computed into the cumulative grade point average. (The earlier grade will remain on the transcript with an “E” indicating exclusion from the grade point average.)

<https://ualr.edu/policy/home/student/repeated-courses/#:~:text=If%20an%20undergraduate%20student%20repeats,the%20cumulative%20grade%20point%20average.&text=One%20a%20degree%20has%20been,courses%20will%20not%20be%20accepted>.

University of Louisiana Lafayette (R2):

When a course is repeated, only the final attempt will be considered toward degree requirements unless the course is specified in the Academic Catalog as repeatable for credit. All attempts will remain on the student's official transcript and will be computed into the cumulative grade point average. All previous attempts of a course will be removed from the adjusted grade point average.

University of Memphis (R2): A student may repeat most courses in an attempt to improve the grade previously earned. There are some courses that may not be repeated for this purpose. Information concerning these courses may be obtained from the office of the chair of the department in which the course is offered. In some degree and major programs, there are restrictions on course repetitions even after drops or withdrawals. The student should always check with the major advisor before enrolling in a course a second or subsequent time(s). The University is not obligated to allow substitutes for repetition of courses which have been deleted from the curriculum. Credit by examination may not be used for the purpose of improving a grade previously earned in a course taken for credit. Grades earned in the second and each subsequent attempt will count towards the student's GPA. However, only earned hours from the final attempt are counted in the cumulative earned hours. A student may not attempt the same course more than three times. Exceptions to this policy will be granted only on appeal to the dean of the college in which the course is offered. The record will continue to reflect grades for all attempts of repeated courses with the appropriate repeat notations.

***University of Memphis also has an Academic Renewal Policy in which a student can attempt academic renewal five courses as a final option during their undergraduate career.

University of South Alabama (R2): A maximum of 12 credit hours of undergraduate courses may be replaced. In each case, the student must have repeated the identical course with an improved grade relative to the course grade being replaced. Only courses taken at USA are eligible for grade replacement. Courses in which a B, C, D, or F was earned may be eligible for grade replacement. It is possible for a student to have more than one grade removed from the GPA calculation for the same course. However, each grade that is removed counts towards the maximum 12 credit hours eligible for grade replacement. Grade replacement does not change a student's past academic standing.

<https://bulletin.southalabama.edu/academic-policies-procedures/grades/#gradereplacementpolicytext>

Georgia State University:

No more than a total of four-course grades (from four different courses) may be replaced and excluded from the student's GPA. Only grades that are part of a student's GPA may be replaced. For example, grades of W, S and U cannot be replaced.

<https://registrar.gsu.edu/academic-records/grading/repeat-to-replace/>

Texas State University (R2) : Effective fall 1991, a student may repeat a course, but cannot receive credit for the course more than once unless the course description in the catalog specifically provides that the course may be repeated for credit. When a course is taken more than once from Texas State, the second grade (first repeat) and all subsequent grades (repeats)

are included in computing the Texas State hours attempted, grade points earned and GPA. W, I, PR, and RP grades are excluded. If the last grade in a repeated course is lower than an earlier grade, the last grade is used to determine whether the course fulfills university requirements. If the last time a course is taken is from another school, that course will meet degree requirements, but the last grade at Texas State counts towards the Texas State GPA. A course taken for transfer credit must be repeated as transfer credit to count as a repeat. When a course is taken more than once from a transfer institution, the second grade (first repeat) and all subsequent grades (repeats) are included in computing the Overall hours attempted, grade points earned and GPA. “W” and “I” grades are excluded.

<http://mycatalog.txstate.edu/undergraduate/general-information/academic-policies/regulations/>

Oakland University (R2): Students are only allowed to attempt a course 3 times; students are only eligible to retake a course if they receive a “B,” “C,” “D,” or “F.” The latest attempt will be used to calculate the GPA of the student. Only courses taken at Oakland can replace the original course taken at Oakland.

Tennessee State University (R2): Students may repeat courses in which final grades are C or lower subject to the following: For the purpose of increasing mastery in a course where such is necessary for successful performance in a subsequent course, or for the purpose of increasing the quality point average, no course may be repeated more than twice except upon the advice of the major advisor and with the approval of the department chair and dean. If the student repeats a course more than twice, the grade in the third and subsequent attempts is used in calculating the quality point average. The last grade earned will stand even if the last grade received is an “F”. All repeated courses remain on the student’s transcript with repeat notations. Veterans receiving educational assistance benefits may not repeat courses previously passed and receive financial assistance for such.

*Please note: Institutions above may be listed again in their respective category below.

ARKANSAS HIGHER EDUCATION INSTITUTION POLICIES:

Arkansas Tech University: Students may repeat courses they have taken at Arkansas Tech University for the purpose of grade point adjustments (1) only by re-enrolling in the same courses at Arkansas Tech University and (2) subject to the following provisions. For repeated courses, only the grade from the best attempt of the repeated course is calculated into a student’s cumulative grade point although all grades and all attempts are recorded on the student’s academic record. Students may not repeat a course in which the highest grade possible has already been earned. Adjustments to cumulative grade points are not made for courses transferred from other colleges or universities.

<https://www.atu.edu/catalog/undergraduate/regulations-procedures.php#:~:text=Students%20may%20not%20repeat%20a.from%20other%20colleges%20or%20universities>

Henderson State University: Undergraduate students may take the same class multiple times. However, credit for the course will be granted only once unless the course is designated a repeatable

course. For courses not designated as repeatable only the last grade and credit hours earned will be counted toward the students grade point average and progress toward degree completion (grade forgiveness). This policy will stand even if the most recent grade is lower than a previous grade. A grade of "W", NC, or AC will not replace a previous grade or credit hours for a course.

<https://www.hsu.edu/pages/academics/registrar/undergraduate-academic-catalog/2020-2021-catalog/academic-policies/repeating-courses/>

Hendrix: A student may repeat a course for which a grade already exists on the transcript. When a student repeats a course at Hendrix, the highest earned grade factors into their Hendrix GPA, and the course receives an R designation. The lower grade, designated with an asterisk (*), remains on the Hendrix transcript, but it does not factor into the grade point calculation. A repeat grade of **CR** is only higher than previously earned grades of **D**, **F**, **NC**, **W**, and **WE**. Repeated courses count only once toward earned degree credits. A course transferred in as a repeat course cannot replace a grade earned in the original Hendrix course.

<https://www.hendrix.edu/academics/academics.aspx?id=1749#:~:text=A%20student%20may%20repeat%20a,an%20R%20on%20the%20transcript.>

Lyon: When a student repeats a course, the grade for each attempt remains on the student's transcript. However, the most recent grade will be used in calculation of the student's grade point average and the awarding of credit hours. Repeated courses must be taken at Lyon.

<https://www.lyon.edu/academic-progress-policy#:~:text=Repeat%20Courses,must%20be%20taken%20at%20Lyon.>

Ouachita Baptist University: Students may repeat courses in which a D or F has been previously earned. The repeat will replace the D or F in the GPA. However, the original grade will still show on the transcript but will no longer count in the GPA. If a student makes a D or F in a course here at OBU and wants to repeat it, it needs to be done here at OBU. If it is repeated somewhere else, the previous D or F will still remain in the OBU GPA. A student can take a course the second time in which an A, B, or C was earned; however, it will not count as a repeat. Credit will be awarded only one time, but both grades will be counted in the GPA.

<https://obu.edu/academics/advising-frequently-asked-questions.php#:~:text=Students%20may%20repeat%20courses%20in,or%20F%20in%20the%20GPA.&text=If%20it%20is%20repeated%20somewhere,remain%20in%20the%20OBU%20GPA>

Southern Arkansas University: In order to receive credit for a course that was not completed successfully or to improve a grade point average, a course may be repeated. A grade of C or higher earned at another accredited institution will be entered on the SAU transcript, but the grade will not be used in calculating the cumulative grade point average. If a course is repeated at SAU, the grade earned the last time the course is taken will be used in calculating the cumulative grade point average. Only 24 semester hours of coursework can be repeated to improve a grade point.

<https://web.saumag.edu/advising/academic-standards/>

University of Arkansas: Under the Grade Exclusion Policy, undergraduate students may improve their University of Arkansas (UA) undergraduate cumulative grade-point average (GPA) by requesting that the university exclude up to 9 credit hours in courses taken at the UA in which a grade of "D" or "F" was received. The excluded courses will no longer be used to compute the UA GPA.

<https://graduate-and-international.uark.edu/graduate/current-students/student-resource/graduate-handbook/policies-procedures.php>

University of Arkansas Fort Smith: There is no limit to the number of times a student can repeat a course. However, only a grade of C, D, or F received the first time the course is taken can be replaced in

the student's GPA; the second and all subsequent grades will count in the GPA. A maximum of 12 credit hours can be replaced in this manner.

<https://academics.uafr.edu/registrar/grade-replacement#:~:text=There%20is%20no%20limit%20to,be%20replaced%20in%20this%20manner.>

University of Arkansas at Little Rock (R2): If an undergraduate student repeats a course for credit, only the last grade will be computed into the cumulative grade point average. (The earlier grade will remain on the transcript with an "E" indicating exclusion from the grade point average.)

<https://ualr.edu/policy/home/student/repeated-courses/#:~:text=If%20an%20undergraduate%20student%20repeats,the%20cumulative%20grade%20point%20average.&text=One%20a%20degree%20has%20been,courses%20will%20not%20be%20accepted.>

University of Arkansas at Monticello: (1) May repeat previously passed courses once: and/or (2) May repeat failed courses until it is passed.

Page 13 of "Student Right to Know": <http://uam-web2.uamont.edu/pdfs/srk.pdf>

University of Arkansas at Pine Bluff: When a student repeats a course, the highest grade earned in the course will be used when computing the student's average. A student can only repeat a course in which the final grade is "D" or less. Exception: Courses with approved statute of limitations, whether by grade or term limits, are excluded.

<http://catalog.uapb.edu/content.php?catoid=1&navoid=9#repeating-courses>

University of Central Arkansas: A student has the privilege of repeating a course in residence at UCA in an attempt to improve a grade previously made...No course may be repeated for a grade after a course for which it is a prerequisite has been passed.

<https://uca.edu/ubulletin/general-policies-information/academic-records/#:~:text=A%20student%20has%20the%20privilege,improve%20a%20grade%20previously%20made.&text=No%20course%20may%20be%20repeated%20for%20a%20grade%20after%20a,a%20prerequisite%20has%20been%20passed.>

SUNBELT CONFERENCE INSTITUTION POLICIES:

University of South Alabama (R2): A maximum of 12 credit hours of undergraduate courses may be replaced. In each case, the student must have repeated the identical course with an improved grade relative to the course grade being replaced. Only courses taken at USA are eligible for grade replacement. Courses in which a B, C, D, or F was earned may be eligible for grade replacement. It is possible for a student to have more than one grade removed from the GPA calculation for the same course. However, each grade that is removed counts towards the maximum 12 credit hours eligible for grade replacement. Grade replacement does not change a student's past academic standing.

<https://bulletin.southalabama.edu/academic-policies-procedures/grades/#gradereplacementpolicytext>

Troy University: Students may repeat a course in which they received a grade of "D," "F," or "W." Students who received a grade of "C" or below in the required research course or courses requiring a grade of "B" or better must repeat the course and attain a "B" or higher grade to satisfy the coursework requirements in their program of study. Both grades will be counted as hours attempted in determining the overall grade point average. See degree program for additional minimum course grade requirements.

University of Louisiana Monroe:

There is no limit on the number of times a student can repeat a class in which they have earned a failing grade or withdrew from it. There is no limit on the number of times a student can repeat a class.

<https://webservices.ulm.edu/policies/download-policy/521>

University of Louisiana Lafayette (R2):

When a course is repeated, only the final attempt will be considered toward degree requirements unless the course is specified in the Academic Catalog as repeatable for credit. All attempts will remain on the student's official transcript and will be computed into the cumulative grade point average. All previous attempts of a course will be removed from the adjusted grade point average.

Georgia State University:

No more than a total of four-course grades (from four different courses) may be replaced and excluded from the student's GPA. Only grades that are part of a student's GPA may be replaced. For example, grades of W, S and U cannot be replaced.

<https://registrar.gsu.edu/academic-records/grading/repeat-to-replace/>

Coastal Carolina University:

Degree-seeking undergraduate students may repeat any course taken at Coastal Carolina University. All grades will appear on the student's transcript, but only the grade from the second attempt of the course will count in a student's GPA.

<https://www.coastal.edu/academics/academicadvising/advisingglossary/>

University of Southern Mississippi: Students may RETAKE a course as much as necessary. However, students are allowed to take up to twelve (12) credit hours of repeated coursework during their undergraduate career. Students may only repeat a course by taking the same course and cannot take a course at another institution to replace a grade earned at Southern Miss. **Once a course grade is marked as "Repeated", it becomes part of the official academic record and cannot be reassigned to another course. Students have used one of their opportunities to repeat a class and cannot reassign that repeat opportunity later in their academic career.** This policy does not apply to courses for which a grade was assigned for reasons of academic dishonesty. Courses must be retaken at The University of Southern Mississippi.

<https://www.usm.edu/registrar/faqs-academic-standards.php>

Texas State University (R2) : Effective fall 1991, a student may repeat a course, but cannot receive credit for the course more than once unless the course description in the catalog specifically provides that the course may be repeated for credit. When a course is taken more than once from Texas State, the second grade (first repeat) and all subsequent grades (repeats) are included in computing the Texas State hours attempted, grade points earned and GPA. W, I, PR, and RP grades are excluded. If the last grade in a repeated course is lower than an earlier

grade, the last grade is used to determine whether the course fulfills university requirements. If the last time a course is taken is from another school, that course will meet degree requirements, but the last grade at Texas State counts towards the Texas State GPA. A course taken for transfer credit must be repeated as transfer credit to count as a repeat. When a course is taken more than once from a transfer institution, the second grade (first repeat) and all subsequent grades (repeats) are included in computing the Overall hours attempted, grade points earned and GPA. “W” and “I” grades are excluded.

<http://mycatalog.txstate.edu/undergraduate/general-information/academic-policies/regulations/>

ADDITIONAL INSTITUTIONS OF HIGHER EDUCATION POLICIES

Murray State: Courses can be repeated up to 3 times. Students can only retake a course if they receive a “B,” “C,” “D,” or “F” letter grade. The last attempt is calculated in the GPA. They keep the second grade even if it is a lower grade. Grades AU, R, or W do not count toward repeat attempts.

Missouri Southern State University Joplin: Students are only allowed one attempt per course; students are only allowed to retake courses that receive a letter grade of “B,” “C,” “D,” or “F.” Transfer credits are allowed for retakes only if the class is offered by MSSUJ. The latest grade is used even if it is lower than the previous grade.

University of Tennessee Martin: Students have no limits on how many courses they can retake. They are allowed to only retake courses that end in a “D” or “F,” “C” if their advisers recommend or approve it. The latest grade is used to calculate the students GPA and counts towards degree requirements, even if it is lower than the original grade.

Western Kentucky University: Students are allowed to repeat up to 6 courses, along with up to 3 attempts at each course. Courses that students received a “C,” “D,” or “F” in may be repeated, with the restriction of only 2 courses that received a “C.” The highest attempt is used in the calculation of the students GPA.

Penn State: Students are allowed to retake unlimited courses, but are limited to 3 attempts per course. Students can only retake classes they receive a “D” or “F” in. Students can retake classes that receive a “C” under extenuating circumstances.

Furman University: Students get 1 attempt to retake a course, only in courses they receive a “F” in. Both grades will be on the students transcript as well as count towards the students GPA.

Northwest Missouri State: Students get 2 attempts per course; students are only allowed to repeat a course in which they obtain a letter grade of “C,” “D,” or “F.” Students are not allowed to supersede a grade by taking a course at another institution. The student's highest grade will be used to

determine their GPA and if the course is no longer available at the university, you can substitute it for another.

Oakland University (R2): Students are only allowed to attempt a course 3 times; students are only eligible to retake a course if they receive a “B,” “C,” “D,” or “F.” The latest attempt will be used to calculate the GPA of the student. Only courses taken at Oakland can replace the original course taken at Oakland.

University of Mississippi: Students are allowed to retake 4 courses or 14 credit hours, but they are allowed to file a request of exclusion if they go over. There is a grade forgiveness policy in which a maximum of two courses in which grade “C-,” “D,” or “F” is obtained may be excluded from GPA without repeating the course. The highest attempt will count towards graduation requirements, but all attempts will be calculated into the students GPA, unless grade forgiveness is invoked.

University of California, Los Angeles: Students are allowed to retake 16 units, unlimited units if the grade results in an “NP” (no pass). All grades are averaged.

University of Nebraska, Lincoln: Students are allowed to repeat courses in which they receive a “C-,” “D+,” “D,” “D-,” or “F.” The latest grade is used to calculate the student’s GPA. The “Pass/No Pass” grading scale does not apply.

University of Memphis (R2): A student may repeat most courses in an attempt to improve the grade previously earned. There are some courses that may not be repeated for this purpose. Information concerning these courses may be obtained from the office of the chair of the department in which the course is offered. In some degree and major programs, there are restrictions on course repetitions even after drops or withdrawals. The student should always check with the major advisor before enrolling in a course a second or subsequent time(s). The University is not obligated to allow substitutes for repetition of courses which have been deleted from the curriculum. Credit by examination may not be used for the purpose of improving a grade previously earned in a course taken for credit. Grades earned in the second and each subsequent attempt will count towards the student’s GPA. However, only earned hours from the final attempt are counted in the cumulative earned hours. A student may not attempt the same course more than three times. Exceptions to this policy will be granted only on appeal to the dean of the college in which the course is offered. The record will continue to reflect grades for all attempts of repeated courses with the appropriate repeat notations.

***University of Memphis also has an Academic Renewal Policy students can attempt as a final option during their undergraduate career.

Tennessee State University (R2): Students may repeat courses in which final grades are C or lower subject to the following: For the purpose of increasing mastery in a course where such is necessary for successful performance in a subsequent course, or for the purpose of increasing the quality point average, no course may be repeated more than twice except upon the advice of the major advisor and with the approval of the department chair and dean. If the student repeats a course more than twice, the grade in the third and subsequent attempts is used in calculating the quality point average. The last grade earned will stand even if the last grade received is an “F”. All repeated courses remain on the student’s transcript with repeat notations. Veterans receiving educational assistance benefits may not repeat courses previously passed and receive financial assistance for such.

Jackson State University (R2):

For all undergraduate students at Jackson State University who repeat a course(s), the highest

grade earned will be used in calculating the grade point average. However, the semester hours for the repeated course will remain as a part of the attempted hours. 1. To repeat a course in which a low grade has been recorded, a student must register for the same course. 2. A course repeated for the purpose of replacing a low grade must be taken at Jackson State University. 3. The grade for the most recently repeated course will be computed in the cumulative grade point average. However, all grades earned will be retained on the student's official transcript.

Faculty Senate Resolution
On
Amending the Bylaws of the Constitution of the Arkansas State University Faculty Senate

Whereas Fair pay for university faculty is a stated priority of both the Faculty of Arkansas State University and its administration;

Whereas the current equity system is confusing and outdated;

Whereas the strength of the Arkansas State University Faculty is one of the keys to the sustained viability of the institution going into the future; now, therefore, be it

Resolved that the bylaws of the Constitution of the Faculty Senate be updated to include a second named standing committee, named the Equity Committee. The following text would be added to the bylaws after "E. The Historical Committee..." on page 10 of the current constitution.

Equity Committee: Standing Committee of the Faculty Senate

The committee is charged with monitoring and annual reporting on the state of faculty equity via a written report ("The State of the Faculty") to the Faculty Senate and the Provost's Office to help ensure equity remains a priority for both Faculty and Administration. The committee will also advocate for faculty equity and work with administration where possible in furtherance of continually improving faculty equity. Membership on the committee will consist of one representative who is a faculty member from each college, professional school, or other unit having representation in the Faculty Senate. Up to 5 other members of the committee may be appointed based on expertise or other experience relevant to the committee. Members will be selected by the Executive Committee of the A-State Faculty Senate. The committee will elect a chair who is a tenured faculty member who serves on the Faculty Senate. The length of term for each committee member is three years, staggered such that approximately one-third of the committee is up for renewal every year. Initial appointments to the committee may be shorter than three years and will not count as part of the consecutive terms. Committee members may serve no more than two consecutive terms before rotating off for at least three years.