

April 17, 2020 11:58 AM from Joyce Stern to everyone: I can see and hear.

April 17, 2020 11:58 AM from Karla Hall to everyone: I can see and hear fine.

April 17, 2020 11:58 AM from Autumn Wilke to everyone:
Live transcript in case anyone is having audio or internet issues. https://otter.ai/s/-_GM8f8gSZagTi6lEj0L0A

April 17, 2020 11:58 AM from Joyce Stern to everyone: We can see you, too.

April 17, 2020 11:58 AM from Morris Pelzel to everyone:
We can see and hear you, Lakesia

April 17, 2020 11:59 AM from Autumn Wilke to everyone:
The transcript will start at the top of the hour

April 17, 2020 12:00 PM from Autumn Wilke to everyone:
Live transcript in case anyone is having audio or internet issues. https://otter.ai/s/-_GM8f8gSZagTi6lEj0L0A

April 17, 2020 12:01 PM from Autumn Wilke to everyone:
Live transcript in case anyone is having audio or internet issues. https://otter.ai/s/-_GM8f8gSZagTi6lEj0L0A

April 17, 2020 12:01 PM from Morris Pelzel to everyone:
Thanks Ivy ... done.

April 17, 2020 12:03 PM from Autumn Wilke to everyone:
Live transcript in case anyone is having audio or internet issues. https://otter.ai/s/-_GM8f8gSZagTi6lEj0L0A

April 17, 2020 12:03 PM from Samuel Rebelsky to everyone:
Thanks Autumn!

April 17, 2020 12:03 PM from Morris Pelzel to everyone:
We are also recording the video

April 17, 2020 12:04 PM from Maure Smith-Benanti to everyone:
Please check to see that you're muted.

April 17, 2020 12:05 PM from Joyce Stern to everyone:
Thanks, Lakesia!

April 17, 2020 12:05 PM from Katherine Walden to everyone:
Paraphrased question: What is the most important thing instructors can do to maximize an equitable learning environment?

April 17, 2020 12:06 PM from Katherine Walden to everyone:
Panelist currently speaking is Assistant Dean for Disability Resources Autumn Wilke (<https://www.grinnell.edu/user/wilkeaut>)

April 17, 2020 12:06 PM from Katherine Walden to everyone:
Transcript platform Autumn mentioned: <https://otter.ai/>

April 17, 2020 12:06 PM from Lakesia Johnson to everyone:
Thanks Elaine!

April 17, 2020 12:07 PM from Autumn Wilke to everyone:
Live transcript in case anyone is having audio or internet issues. https://otter.ai/s/-_GM8f8gSZagTi6lEjOL0A

April 17, 2020 12:07 PM from Katherine Walden to everyone:
Panelist currently speaking is Dean for Student Success and Academic Advising Joyce Stern (<https://www.grinnell.edu/user/sternjm>)

April 17, 2020 12:07 PM from Autumn Wilke to everyone:
Otter.ai it is web-based

April 17, 2020 12:08 PM from Autumn Wilke to everyone:
it is free for 600 minutes a month

April 17, 2020 12:08 PM from Autumn Wilke to everyone:
and can do live transcripts or can create one from a pre-created audio file

April 17, 2020 12:09 PM from Katherine Walden to everyone:
Panelist currently speaking is Dean for Diversity, Equity, and Inclusion Maure Smith-Benanti (<https://www.grinnell.edu/user/smithmau>)

April 17, 2020 12:09 PM from Samuel Rebelsky to everyone:
Joyce: Do you think we should try to ask students in a way that they can report their issues anonymously?

April 17, 2020 12:10 PM from Joyce Stern to everyone:
@Sam, all options are great. I know that piazza allows for anonymous feedback, which is great. Perhaps other platforms allow for this, too.

April 17, 2020 12:11 PM from Katherine Walden to everyone:
@Sam I've used an anonymous Microsoft Form (through Office 365) to solicit student feedback/input

April 17, 2020 12:11 PM from Lakesia Johnson to

everyone: Thanks, Maure! I would add the "b-word" as well.

April 17, 2020 12:12 PM from Katherine Walden to everyone:
Panelist currently speaking is Registrar of the College Jason Maher (<https://www.grinnell.edu/user/maherjas>)

April 17, 2020 12:12 PM from Samuel Rebelsky to everyone:
@Joyce and @Katie: Thanks. I was thinking Qualtrics would work, too.

April 17, 2020 12:12 PM from Gina Donovan to everyone:
@Sam I can also offer that surveys in Blackboard can be a way to gather information about problems that is anonymous

April 17, 2020 12:12 PM from Autumn Wilke to everyone:
As an added resource for folks, I also have students working who can add captions to videos if sync captions are better than a transcript for students in your courses

April 17, 2020 12:12 PM from Joyce Stern to everyone:
Thanks, Maure – well stated -- yes, please assume that many of your students are living in circumstances that are incredibly difficult. The Academic Adving team has heard so, so many different tough life conditions.

April 17, 2020 12:12 PM from Autumn Wilke to everyone:
video or audio files can be sent to me via onedrive to wilkeaut@grinnell.edu

April 17, 2020 12:13 PM from Katherine Walden to everyone:
Panelist currently spekaing is Chair of the Faculty Todd Armstrong (<https://www.grinnell.edu/user/armstron>)

April 17, 2020 12:14 PM from Katherine Walden to everyone:
More information and points of contact for accessibility questions: <https://instructionalcontinuity.sites.grinnell.edu/getting-started/accessibility-inclusion/>

April 17, 2020 12:15 PM from Lakesia Johnson to everyone:
Vrinda

April 17, 2020 12:15 PM from Samuel Rebelsky (privately):
Katie: Thanks for additional narrative and links! I hope you are doing well.

April 17, 2020 12:15 PM from Katherine Walden to everyone:
Panelist currently speaking is Director of Intercultural Affairs Vrinda Varia (<https://www.grinnell.edu/user/variavri>)

April 17, 2020 12:16 PM to Samuel Rebelsky (privately):
Thanks Sam! Trying to keep up and make sure folks have access
to information/resources in multiple places. Onward! Katie W.

April 17, 2020 12:17 PM from Maure Smith-Benanti to
everyone: HALLELUJAH for ITS and FINANCIAL AID and CTLA and SO
MANY others!!

April 17, 2020 12:18 PM from Katherine Walden to
everyone: Key theme from Dean Harris: "Flexibility, not as an
accommodation, but as an equity principle"

April 17, 2020 12:19 PM from Catherine Renner to
everyone: rock on Anne!

April 17, 2020 12:19 PM from Lakesia Johnson to
everyone: Yes, Anne! Flexibility as an equity principle!

April 17, 2020 12:20 PM from Maure Smith-Benanti to
everyone: Identity-informed advising too!!

April 17, 2020 12:20 PM from Autumn Wilke to everyone:
If anyone would like a 1:1 tutorial on how to run otter or
another option for their courses I am happy to do a video
demonstration. With permission I could also record a session with
someone to post a how to video to the instructional continuity site.

April 17, 2020 12:20 PM from Joyce Stern to everyone: I
love the flexibility idea -- I have some wonderful language from our
colleague Kathy Jacobson about assignment deadline flexibility if any
want to see that.

April 17, 2020 12:20 PM from Katherine Walden to
everyone: Dean Harris, citing Lakeisha Johnson: "identity-
informed pedagogy"

April 17, 2020 12:20 PM from Katherine Walden to
everyone: *Lakesia

April 17, 2020 12:21 PM to Joyce Stern (privately):
Joyce--if you don't mind sending that language to [dlac], we'll get it
up on the public site

April 17, 2020 12:21 PM from Lakesia Johnson to
everyone: Having connectivity issues. Unfortunately, I missed
everything Anne just said.

April 17, 2020 12:22 PM from Katherine Walden to
everyone: @Lakesia--Live transcript is available online at

https://otter.ai/s/_GM8f8gSZagTi6lEj0L0A

April 17, 2020 12:22 PM from Mariko Shigeta Schimmel to everyone: I agree with David on being touch with the students

April 17, 2020 12:22 PM from Mariko Shigeta Schimmel to everyone: in touch

April 17, 2020 12:22 PM from Lakesia Johnson to everyone: Thank you!

April 17, 2020 12:23 PM from Katherine Walden to everyone: Articles mentioned that were sent out with the invitation: NYT (<https://www.nytimes.com/2020/04/04/us/politics/coronavirus-zoom-college-classes.html>), Chronicle (<https://www.chronicle.com/article/Covid-19-Is-a-Pivotal-Moment/248501>)

April 17, 2020 12:23 PM from Maure Smith-Benanti (privately): You're a total bad ass!!

April 17, 2020 12:24 PM from Katherine Walden to everyone: Daniel Stanford at DePaul has a wonderful blogpost about low-bandwidth and low-immediacy alternatives (<https://www.iddblog.org/videoconferencing-alternatives-how-low-bandwidth-teaching-will-save-us-all/>)

April 17, 2020 12:24 PM from Vanessa Preast to everyone: I have felt listened to by teachers and mentors through email, text chats, personal phone conversations...

April 17, 2020 12:24 PM to Maure Smith-Benanti (privately): Thank you!!! As are you [all the heart emojis]

April 17, 2020 12:25 PM from Katherine Walden to everyone: Autumn just referenced the University of Washington's Center for Universal Design in Education's DO-IT resources (<https://www.washington.edu/doit/programs/center-universal-design-education/overview>)

April 17, 2020 12:26 PM from Katherine Walden to everyone: Circling back around: panelist currently speaking is Chief Diversity Officer and Associate Professor Lakesia Johnson (<https://www.grinnell.edu/user/johnsola>)

April 17, 2020 12:26 PM from Andrew Hamilton to everyone: yes, this allows them to express their learning concerns are!

April 17, 2020 12:27 PM from Katherine Walden to everyone: Call from Lakesia for instructors to think about

their own identities in relation to classroom experiences and learning environments

April 17, 2020 12:29 PM from Autumn Wilke to everyone:
This is the book referenced from the inclusive teaching workshop. It was called teaching interculturally https://www.amazon.com/Teaching-Interculturally-Integrating-Disciplinary-Intercultural-ebook/dp/B074QQY7TH/ref=pd_simd_14_1/132-7501671-0079844?_encoding=UTF8&pd_rd_i=B074QQY7TH&pd_rd_r=4075e836-90bc-401e-8c47-9b5a913bb3a9&pd_rd_w=CpQhr&pd_rd_wg=OMGWU&pf_rd_p=9fbe42ff-eef8-441e-8157-f50e3fcb818b&pf_rd_r=BFBEVB13W7BJXKQ1W23M&psc=1&refRID=BFBEVB13W7BJXKQ1W23M

April 17, 2020 12:30 PM from Maure Smith-Benanti to everyone:
Thanks Autumn!

April 17, 2020 12:31 PM from Katherine Walden to everyone:
Text mentioned: Amy Lee's *Teaching Interculturally: A Framework for Integrating Disciplinary Knowledge and Intercultural Development* (Stylus, 2017)

April 17, 2020 12:31 PM from Lakesia Johnson to everyone:
Thank you!

April 17, 2020 12:34 PM from Carina Wilson to everyone:
Would administration be able to create an official document (for the flexibility during COVID 19) that could be sent on behalf of students applying for graduate schools? Specifically during this time?

April 17, 2020 12:34 PM from Autumn Wilke to everyone:
A principle related to Anne's points is the concept of ungrading <https://www.jessestommel.com/ungrading-an-faq>

April 17, 2020 12:36 PM from Samuel Rebelsky to everyone:
My sense is that students who apply to graduate school will be okay; a recommender can address the S in their letter, and I expect that most graduate schools will understand. But what I've read is that Med Schools will only accept S (pass) if the institution requires it for all classes. (This comment may not be appropriate for here, but I'm including it anyway: I worry that by giving the students a choice, we are disadvantaging some students.)

April 17, 2020 12:36 PM from Katherine Walden to everyone:
@Carina: The Executive Council has approved the addition of a semester-level comment to the official Grinnell College academic transcript stating, e.g. "spring 2020 courses were completed during a crisis situation."

April 17, 2020 12:39 PM from Mary Jane Shroyer to

everyone: CLS Health Professions Director here: The medical situation is more nuanced. Some schools are accepting P/F or S/D/F only if it was mandatory. Others are showing remarkable flexibility. Prerequisite courses are typically viewed differently than other courses. The AAMC member schools are meeting and discussing this. More guidance is expected later this month.

April 17, 2020 12:39 PM from Maure Smith-Benanti to everyone: I love that Executive Council made that decision!

April 17, 2020 12:40 PM from Katherine Walden to everyone: Thank you, Mary Jane for clarifying and providing additional context.

April 17, 2020 12:40 PM from Jason Maher to everyone: Sometimes called "narrative grades"

April 17, 2020 12:40 PM from Katherine Walden to everyone: More information on Hampshire College's narrative evaluation program (<https://www.hampshire.edu/admissions/narrative-evaluations-a-portrait-of-you>)

April 17, 2020 12:41 PM from Mary Jane Shroyer to everyone: I'm happy to speak directly with any students or advisors who would like to talk through the pros/cons of S/D/F grading for medical or professional school.

April 17, 2020 12:41 PM from Samuel Rebelsky to everyone: @Autumn: The transcript has stopped. Can we start another one?

April 17, 2020 12:41 PM from Maure Smith-Benanti to everyone: Thanks Mary Jane!

April 17, 2020 12:42 PM from Katherine Walden to everyone: Folks wanting to get in touch with Mary Jane, CLS Director for the Health Professionals Career Community (<https://www.grinnell.edu/user/shroyerm>)

April 17, 2020 12:42 PM from Carina Wilson to everyone: Awesome! Thank you @Katherine and everyone else. I also love that the Executive Council made that decision as well. As a step further, I wonder about recommendation letters that are sent out and whether there would be an option to create a separate document (could be short), on behalf of Grinnell College in general, not only addressing the completion of courses, but also supporting students when applying for institutions who may not be moving away from the typical grading review structure when accepting applicants. I wonder what that would/ could look like and what that could mean? Just thoughts.

April 17, 2020 12:43 PM from Susan Sanning to everyone:
Similar to the information Mary Jane just shared, many of the CLS community advisers are keeping tabs on what graduate and professional schools are looking for in terms of grades. Feel free to reach out to any of us if you would like information about specific fields or disciplines.

April 17, 2020 12:43 PM to Autumn Wilke (privately):
Looks like Otter Basic has a 40 minute limit. Are you able to get a new link?

April 17, 2020 12:44 PM to Samuel Rebelsky (privately):
We're working on the transcript stoppage. Otter's basic plan has a 40 minute limit for live conversations

April 17, 2020 12:45 PM from Autumn Wilke to everyone:
yes I am

April 17, 2020 12:45 PM from Katherine Walden to everyone:
Thank you, Susan. Faculty/staff/students with questions about graduate or professional programs can get in touch with a CLS career community director (<https://www.grinnell.edu/profiles/center-careers-life-and-service/staff>)

April 17, 2020 12:46 PM to Autumn Wilke (privately):
[thumbs up emoji]

April 17, 2020 12:46 PM from Maure Smith-Benanti to everyone:
Speaking of flexibility, I hope you all enjoy the baby!

April 17, 2020 12:46 PM from Sarah Barks to everyone:
Echoing CLS info: I've been in touch with some PhD programs in the sciences. Happy to chat STEM grad school.

April 17, 2020 12:46 PM from Lakesia Johnson to everyone:
Love her!

April 17, 2020 12:46 PM from Autumn Wilke to everyone:
https://otter.ai/s/_GM8f8gSZagTi6lEj0L0A updated otter link

April 17, 2020 12:47 PM from Autumn Wilke to everyone:
includes the full transcript

April 17, 2020 12:47 PM from Katherine Walden to everyone:
Thank you, Autumn!

April 17, 2020 12:47 PM from Katherine Walden to everyone:
Link to updated combined live transcript: <https://>

otter.ai/s/-_GM8f8gSZagTi6lEj0L0A

April 17, 2020 12:49 PM from Mariko Shigeta Schimmel to everyone: I echo Bill's sentiment. The students who miss synchronous part of the class are the ones who used to miss the class and also misses asynchronous class. We provide 20 min synchronous class from 8:30 am to 8:30 pm. Students can show up to one of the 3 or 5 sessions.

April 17, 2020 12:49 PM from Jason Maher to everyone: Sorry, I said Tyler – that was Bill!

April 17, 2020 12:50 PM from Lakesia Johnson to everyone: Yes, Sam! Access to privacy at home is a privilege.

April 17, 2020 12:50 PM from Mariko Shigeta Schimmel to everyone: The classes outside the class time are held at the time requested by the international students.

April 17, 2020 12:50 PM from Autumn Wilke to everyone: Great example of flexibility Mariko

April 17, 2020 12:51 PM from Lesley Wright to everyone: I'm co-teaching. our class meets at the regular class time, but we meet with them in smaller groups, and group times are set around where students are currently located across the country and globe.

April 17, 2020 12:51 PM from Joyce Stern to everyone: Bill, it really sounds like you got super lucky with the group of students you have.

April 17, 2020 12:51 PM from Anne Harris to everyone: Yes! Thank you, Lee

April 17, 2020 12:51 PM from Amelia Lobo to everyone: I think it's important to allow that circumstances change throughout the distance learning period. For instance, week 1 students think they can handle classes at a certain time. That might not be the case on Week 5 when more people are working/studying at home.

April 17, 2020 12:52 PM from Samuel Rebelsky to everyone: @Amelia: Great comment!

April 17, 2020 12:52 PM from Katherine Walden to everyone: @Amelia: Seconded!

April 17, 2020 12:52 PM from Charvann Bailey to everyone: The live class sessions that I've had are held at the same time as the regular class.

April 17, 2020 12:52 PM from Autumn Wilke to everyone:
Is someone practicing saxophone in the background?

April 17, 2020 12:53 PM from Maure Smith-Benanti to everyone:
That's awesome Anne!

April 17, 2020 12:53 PM from Anne Harris to everyone:
Yes! My child! Rocketman!

April 17, 2020 12:53 PM from R Cecilia Knight to everyone:
How about this summer?

April 17, 2020 12:54 PM from Amelia Lobo to everyone: It seems professors may need help getting increased broadband/tech.

April 17, 2020 12:54 PM from Vida Praitis to everyone:
I'm learning that I need help to get better at this. I hope that the college would support workshops and programming to help us get better at this type of teaching.

April 17, 2020 12:54 PM from Katherine Walden to everyone:
Tuesday 4/14's Academic Continuity message included a section with information in final exams with documentation/policies developed by Registrar + CAS (<https://instructionalcontinuity.sites.grinnell.edu/wp-content/uploads/2020/04/AC-faculty-staff-msg-4-14-FINAL.pdf>)

April 17, 2020 12:55 PM from Mary Jane Shroyer to everyone:
I am concerned about my personal cell phone costs for CLS advising phone calls when video/Webex does not work.

April 17, 2020 12:55 PM from Lesley Wright to everyone:
i would need help rethinking assignments that currently rely on hands on activities.

April 17, 2020 12:55 PM from Caleb Elfenbein to everyone:
I also think we would need to seriously consider whether platforms we are currently supporting/using are up to the task of longer-term distance learning.

April 17, 2020 12:55 PM from Katherine Walden to everyone:
CTLA (and others) very much appreciate this input to help us think about how to use time/space of the summer effectively and strategically to plan for Fall 2020.

April 17, 2020 12:56 PM from Erik Simpson to everyone:
I've spent all week talking to my advisees one on one. They're feeling a deep sadness and loss of community--a majority (!) asked, without prompting, about their options for skipping the fall semester

if it's online. They're feeling profound losses of community and structure. Grinnell education can't be done online. We can only find the least compromised versions we can muster. I don't think there's a technological answer.

April 17, 2020 12:56 PM from Joyce Stern to everyone: We need to keep asking the question of what would it look like to have *equitable* online teaching if we continue to have to do that in the fall.

April 17, 2020 12:58 PM from Carina Wilson to everyone: I think something that would make students feel supported is seeing visual and physical ways that faculty, staff, and administration are serving different communities. Specifically the very issues that are contributing to making inequitable learning environments. I think it is important that students know everyone in their educational worlds are also doing what they can to support the very issues contributing to the issues surrounding their inequitable learning environments.

April 17, 2020 12:58 PM from Carolyn Jacobson to everyone: Thanks everyone!

April 17, 2020 12:58 PM from Anne Harris to everyone: Thank you ALL!

April 17, 2020 12:59 PM from Carina Wilson to everyone: Maybe finding ways to visually show the service being done in an accessible manner could help?

April 17, 2020 12:59 PM from Anne Harris to everyone: Yes!

April 17, 2020 12:59 PM from Katherine Walden to everyone: @Carina: SGA and others are partnering on the #GrinnelliansStayConnected initiative which is working on multiple fronts to address this loss of immediately proximate community (<https://www.grinnell.edu/campus-life/health-wellness/coronavirus/connected>)

April 17, 2020 12:59 PM from Samuel Rebelsky to everyone: @Autumn: Is Otter.AI on the list of approved software?

April 17, 2020 12:59 PM from Carina Wilson to everyone: Yes! Amazing!

April 17, 2020 1:00 PM from Maure Smith-Benanti to everyone: Thank you for your interest in this topic!!

April 17, 2020 1:00 PM
Working on it!

from Autumn Wilke to everyone:

April 17, 2020 1:00 PM from Karol Sadkowski to everyone:
In the event we continue in an online format, I also would suggest preparing backups on backup plans... technology often fails: it crashes, it needs updating, its security can be compromised, etc. I know it would be more demanding of educators, but also it would be prudent to imagine a synchronous course's asynchronous equivalent if it becomes necessary.