Minutes
College of Education Faculty Council Meeting
November 18, 2015
10:00 a.m. – 11:30 a.m.
COED 205

Members Attending: Lyndon Abrams, Cindy Baughan (Secretary), Ian Binns, Kristen Beach, Heather Coffey, Sandra Dika, Sejal Foxx, Susan Harden, Rebecca Shore (Chair)
Absent: Drew Polly (Vice-chair)

1. Call to Order
   a. Approval of October 14, 2015 Minutes
      Ian Binns made the motion to approve the minutes. Susan Harden seconded the motion. Minutes were approved by common consent.

2. Report from the Dean’s Office (provided by Melba Spooner)
   a. The Dean’s representative joined the council at the beginning of the meeting and reported on the following items raised by the council in the October Meeting:
      i. Explore edTPA Timeline
         a) The TPALs meeting on November 17, 2015 included a discussion of the continuation of edTPA.
         b) A vote was taken supporting the continuation of edTPA.
      ii. Reviewing and revising College of Education RPT guidelines for alignment with University RPT guidelines
         a) The Dean is in agreement this concern needs to be addressed. Melba reported this process was previously completed through an appointed committee.
         b) Melba will review the description of this process and will report at the January council meeting.
      iii. Report on the implementation of reduction in teaching for research guidelines
         a) The council has requested the Dean report on this item at the January College of Education faculty meeting.
         b) A special session faculty council meeting has been requested by the Dean on December 17, 2015 to further this discussion.

3. Discussion to finalize 2015-2016 Faculty Council Agenda Items
   a. The council discussed the potential agenda items identified in the first meeting of the academic year.
      i. Report on implementation of reduction in teaching and research guidelines.
         a) The specific request to the Dean is as follows: Members of the College of Education Faculty Council (Council) are aware of informal conversations among college faculty members regarding the perceived fairness and fidelity of the recent implementation of the Workload Reduction for Research Guidelines. The Council members feel that transparency is important to ensure understanding, engender trust, and move forward with our shared goals and mission. Thus, we request that Dean McIntyre provide a report with specific numerical and
contextual information on process and outcomes of the implementation to the faculty of the College of Education at the January 15, 2016 COE meeting.

i.) Numerical data related to process and outcomes of Workload Reduction for Research Guidelines:

- Number of faculty members that applied for a reduced teaching load in April 2015
- Number of faculty members that were granted a reduced teaching load in the May 2015 decision process by the Dean and Department Chairs
- Number of additional faculty members that were granted a reduced teaching load as a result of request for reconsideration to Dean or Department Chair between May-September 2015 after the initial Annual Review letters were distributed by the Department Chairs
- Number of additional faculty members that were granted a reduced teaching load during the official appeals process (appeal submitted for consideration by CRC) in December 2015/January 2016
- Number of faculty members that will move from a 2-2 (de facto) to a 3-2 (de jure) teaching load in August 2016
- Projected numbers of faculty on <2-2, 2-2, 3-2, and >3-2 teaching loads as of Fall 2016 (not counting new hires in process)

ii.) Process and contextual information related to process and outcomes

- Regarding the absence of lists of high quality journals from departments, how were journals classified as high quality or not high quality?
- In addition to the criteria to be met by individuals on the teaching workload reduction application, were there any other goals at the College or department levels (not indicated on the policy document) that were considered at any point in the decision-making process (e.g., a maximum percentage or number of faculty on 2-2 load for the 2016-2017 year)?

i. Explore allocation of doctoral committee participation and advising toward teaching load.

1. The council will investigate best practices for dissertation advising and supporting faculty work as it relates to workload.
2. The council will invite the College of Education Doctoral Council to join the January Faculty Council meeting to begin exploring this work.
3. The council will schedule a working meeting on this topic to prepare a focus meeting for faculty immediately before a full College of Education faculty meeting.

iii. Investigate reviewing and revising College of Education RPT guidelines for alignment with University RPT guidelines.
   1. This discussion is noted above in the Dean’s report.

iv. Seek clarification and transparency on the decision process for Merit Pay.
   1. The Dean provided an explanation in the November College of Education faculty meeting. Letters are expected before the holiday break. No further discussion was warranted at this time.

v. Explore workload guidelines related to a reduction in teaching for community service and engagement.
   1. Rebecca will meet with the Dean to clarify this topic of concern.

vi. Explore edTPA timeline.
   1. This discussion is noted above in the Dean’s report.

vii. Explore mentorship of new faculty and faculty new to the College.
   1. Council members reported what occurs in different departments and continued discussion of concerns related to support in the area of research.
   2. This item will continue to be discussed.

4. Adjournment
   Meeting adjourned 11:30 a.m.

The next meeting of the Faculty Council Meeting is January 20, 2016.