Minutes
College of Education Faculty Council Meeting
September 16, 2015
10:00 a.m. – 11:30 a.m.
COED 205

Members Attending: Lyndon Abrams, Cindy Baughan, Kristen Beach, Sandra Dika, Sejal Foxx, Susan Harden, Drew Polly, Rebecca Shore

1. Call to Order
   a. Approval of April 22, 2015 Minutes
      Drew Polly made the motion to approve the minutes. Susan Harden seconded the motion. Minutes were approved by common consent.

2. Introduction & Updates
   a. All attending members introduced themselves.
   b. No significant updates were offered.

3. Reading of the By-Laws
   a. Rebecca led the council in a review of our responsibilities and purpose through a reading of the by-laws. The by-laws were orally read and clarified as needed for common understanding among council members. Specific discussion related to the by-laws were as follows:
      i. Article III.3. Faculty Executive Committee Representative (Dr. Susan Furr), will be invited periodically to the council meetings to provide updates and ensure that we are in alignment with the University.
      ii. Article III.7. It could be advisable to remind departments during elections to consider electing at least one tenured representative to the Faculty Council.
      iii. Article IV.15.a. Rebecca will also report on the actions of the College of Education Faculty Council twice per year at the Leadership Council meetings; once in the fall to report the agenda for the year, and once in the spring to report on what was accomplished over the year.
      iv. Article IV.15.c. Drew suggested checking if a Faculty Council folder can be added to the S-Drive to contain the archival history of the council. Cindy will contact Dane about this request.
      v. Article VI.24. Reiteration that it is the responsibility of council members to take information back to department meetings to share with colleagues.

4. Giving Green
   a. Lyndon introduced the Giving Green campaign for 2015-2016. The University kick-off is coming in October.

5. Establishment of 2015-2016 Faculty Council Agenda Items
   a. The council discussed items of concern that had been identified in department meetings to build the 2015-2016 agenda as follows:
      i. Report on the implementation of reduction in teaching for research guidelines.
a) Concerns have been raised related to consistency in the application and appeals process.

b) Will request a statistical report from the Dean that indicates the number of applications submitted, number of reductions granted, and number of faculty who submitted but did not meet the criteria.

ii. Explore the allocation of doctoral committee participation and advising toward teaching load.
   a) Concerns have been raised regarding the lack of a formalized process or equity.

iii. Investigate reviewing and revising College of Education RPT guidelines for alignment with University RPT guidelines.
   a) Identify the role of the council in this process and whether there is a precedent at the University level for how this should be addressed.
   b) Concerns have been raised regarding the term “Engaged Scholarship” that is included in the University guidelines but not defined in the College guidelines.
   c) Concerns related to alignment for moving to full professor

iv. Seek clarification and transparency on the decision process for Merit Pay.

v. Explore workload guidelines related to a reduction in teaching for community service and engagement.

vi. Explore EdTPA Timeline.
   a) Concerns have been raised regarding updates from the two-year pilot period.
   b) Questions have been raised about the role of faculty in the inclusion of EdTPA in coursework as curriculum falls within the faculty domain, and EdTPA is causing significant changes in course curricula and previously approved course outlines.

vii. Explore mentorship of new faculty and faculty new to the College.
   a) Discussions have been raised about the intensive structure to mentor in teaching, but there is no similar structure to mentor in other areas such as research. Should more structured approaches to mentoring in other areas be developed for new faculty?

6. Update from the Dean
   a. The Dean joined the meeting at 11:20 and the council shared the prioritized issues that had been discussed as potential agenda items for the year.

   b. One item regarding salary compression was discussed and the Dean clarified that pay increases will be made based on merit per the Provost’s direction and department chairs will be heavily involved in the process.

   c. The Dean then shared that she had come directly from a meeting with the Provost and said she had “homework” for the council. She read 3 direct quotes from her annual evaluation letter written by the College Review Committee, which no one on faculty council had seen. She asked the council to think about and investigate possible sources and/or evidence that either supported or refuted the 3 quotes, and provide her with a
written report. (Upon clarification, the Dean indicated that bullet points would suffice.)
The Dean then departed and the council discussed the Dean’s request. Some members
expressed that is may be inappropriate for the council to respond in writing to a document
that they had not seen. Further, members of the council expressed that such an
investigation and report may be beyond the purview of the council based on the by-laws.
A decision was made not to produce a written report and to discuss the matter more fully
at the next meeting.

7. Adjournment
   Meeting adjourned 12:10 p.m.