Minutes

College of Education Faculty/Staff Meeting
Friday, November 14, 2014
9:30 a.m. – 10:50 a.m.
Goudes Lecture Hall ~ COED 010


1. Call to Order
   ❖ Approval of Minutes, 10-17-14 – Dr. Bob Algozzine made the motion that the minutes be approved. Dr. Bruce Taylor seconded the motion. Minutes were approved by common consent.
   ❖ Reminder to sign in at the entrance

2. Announcements
   ❖ Dr. David Imig will provide a presentation along with the dean on Tuesday, November 18, 2:00 – 3:00 p.m. in COED 110 on Trends in Doctoral Education. This presentation is open to everyone interested in doctoral education. Department chairs and doctoral program directors are encouraged to attend.
   ❖ Teacher Recruitment Office News ~ Kelli Ussery
     • Kelli announced that there are new materials that she would like for you to distribute when you are out visiting schools. Let her know when there are updates to be made in the materials and she will do an insert.
     • The Chancellor has announced $2 million in funding to be used for tuition assistance for spring. Students must demonstrate need on their FAFSA to be considered. Emails were sent to the students but faculty should reinforce this very good news to students.
     • Encouragement is being given to students in the schools to come to campus and attend classes in the college. Please let Kelli know if there are classes that should not be included in this.
Reading Day Holiday Luncheon ~ Thursday, December 4th
Ellen announced that this year’s Reading Day Luncheon is Thursday, December 4th. Unfortunately she is unable to attend this year but encouraged everyone to take part in this day of feasting. An invitation will be sent out soon with department food assignments.

- Holiday Music ~ Rebecca Shore
  Rebecca announced that the musical group for Reading Day is forming and planning rehearsals. If you play an instrument and want to join the group, please let her know. They usually play from 11am-1pm.

3. Dean’s Report

- How are salary increases determined? Last year the deans received a spreadsheet on everyone’s salary and it was looked at in relation to the market in like-institutions, the same field and the same number of working years. A formula was given to give extra money. The Provost also gave additional dollars to the dean to be used for flight risks. Deans and chairs met and decided on additional money. This year everyone received $1,000. EPA This year it was the staff’s turn to be looked at in regards to market based. A handful of people in the college received this additional money that was based on a formula. It seems that every year different groups of employees are looked at in relation to the market rate.

- Work Load Policy
  Ellen thanked Bob Rickelman and Diane Browder and also every committee member on this challenging committee that is developing a new rubric that looks at the work that you do. Some changes that were made
  - Move the date to finalize the rubric from April to March.
  - Chairs will use the new rubric to evaluate faculty productivity and decide on changes in Fall 2016.
  - This work load policy information was presented to you at the September meeting.
  - The institution’s load is 3:2. Ellen has a mandate to move to a 3:2 load. This is the breakdown:
    - 50% teaching – 2.5 days
    - 30% research – 1.5 days
    - 20% service – 1 day
  - General Administration monitors course load at each campus. The Dean establishes the policy. Department chairs assigns the load. Teaching load does not include dissertation/thesis research courses. We will be looking at this work in regards to work load.
  - Review and discuss this at your department meetings.
  - Diane stated that a 1st reading will be at the January faculty meeting, another reading at February’s meeting and a vote in March.
  - This work load policy applies to anyone on our faculty that has been reappointed.

Some questions that came up:
  - Are there enough courses for faculty to teach? There is other work that can be done such as supervision, work in schools, etc..
  - Will the RPT policy need to be revised? No revision is needed at this time, you can have an off year.

4. Associate Deans Report
Dawson Hancock announced the following:
- The Doc Council will meet with David Imig on Tuesday, Nov 18.
- Program Directors will continue to receive the $3000 stipend.
- Florence Martin and Ed Conway will be looking at our websites to ensure that they can be the best that they can be.
- Kris Duryea sends out a weekly funding opportunity digest that announces grant opportunities and also includes a status report of where faculty are in the process of applying for a grant.
- Paul Fitchett and Rich Lambert received a Spencer Foundation Grant which is a very hard grant to attain. Paul explained his process and stated that Project Mosaic was very helpful. Teresa Petty also received a mini-grant along with Chuang Wang, Ian Binns and Drew Polly using an interdisciplinary approach that involved 3 departments. Dawson asked everyone to use the assistance of our research office.

5. Other business?
   - Strategic planning: Next steps will be discussed at the January meeting since the university is not as far in the planning stages as anticipated.

Meeting adjourned 10:30 am

Next College Meeting: Friday, January 16, 2015