

MDECOE FACULTY COUNCIL

MINUTES
April 3rd, 2023

Present: Mira Pak, Sandra Chong, Jordan Eickman, Jack Bagwell, Wilda Laija-Rodriguez, Shari Tarver-Behring, Allisun Kale (interpreter), Christine Mitchell (interpreter).

Minutes: W. Laija-Rodriguez

The March 6th, 2023, minutes were approved unanimously.

I. Debrief: All-College Retreat on March 29th

Small-group facilitation comments from FAC members:

- Great to be introduced to recent hires
- Good conversation in the small group
- Staff brought up interesting points, such as policy
- Interesting to see what people are doing regarding social justice.
- The venue does contribute to collegiality and conversation
- People loved to be in person among friends
- 6% interest from School First was good to know
- Shout out for the Credential Office people: Everything they do is about helping students; they are constantly modifying documents to support students; have face to face meetings to inform students. This is something they do all the time and do not necessarily see it as social justice, as this is what they do every day.

Where do we go from here?

- Notes were just sent out from the retreat; Ian sent jam board and google docs today.
- Let's look at the notes on our own and next meeting make sense on how to move forward:
 - maybe group ideas together and create college-wide survey
 - maybe have some cross-college committees (e.g., policies)
 - Then decide as a college what we would like to work on together?
- Between today and our next meeting, review the jam board and google notes and we will then discuss notes for next meeting.
- Ian will put up a social justice webpage with different activities.
- Shari suggested the possibility of having a central place where people can share.
- It is important for the University to know what we are doing, especially when they are looking at equity gaps. It would be good for university to see breadth and depth of what we are doing.

III. DPC and CPC (Old Business)

- Two proposals for the CPC
 - Suggestion A: Depts work on electing DPC before classes start
 - Suggestion B: Everyone in the college will vote for one person in the department; the seventh person can be from any college.

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- Comments:
 - The issue will be for somebody in the Dean's office to notify departments of who would be on the list.
 - Voting in the Fall semester is more accurate.
 - Maybe editing filtering suggestion B will be good.
 - Suggested for departments with less than 5 tenure track people should be exempt from participating the CPC
 - Suggested verifying how many faculty are truly eligible. Looking at actual numbers to see who can serve.
 - Each department should take a look at those faculty who can really participate; once we have that data we have better understanding and foresee issues.
- Elementary will also have a small number of eligible faculty, as well as ELPS.
- Suggestions: CPC can also train the DPC as some chairs may not know what to do at the department level. This will help them know their duties and responsibilities.
- Suggestion B may be more sensible because there are stricter requirements for CPC. Voting the CPC first might address that problem.
- In alignment to social justice, if we take a look at B, we can collect the data in May then have the voting in the Fall. There may be some shifts that may be beyond our control.
- There was discussion about the various issues, mostly the lack of faculty eligible to participate in CPC.
- In the next month, most departments will have a higher awareness of their faculty, which will help departments gather this information in May to use in the Fall.
- The less back and forth the better; maybe just ask in August.
- The best place where this can happen is administrative council. Mira will take the two proposals back to administrative council to get "guesstimate."
- FAC can then decide what procedure to follow after we have this information.
- Mira will ask the Chairs in the next administrative council about the two suggestions.
- The main issue is: How do we have a committee that represents our college well when we don't have enough people?
- Another question: Can we bring in FERP people if we are desperate? Section 612.5.1.b and c. does not say anything about FERPs and the CPC.
- Most people may not be willing to serve if they are FERPing, but some may.

612.4 College Level.

1. Composition and Eligibility.

The College Dean or designee will conduct an election and convene the first meeting of the College Personnel Committee not later than the end of the sixth week of each academic year. This committee will be composed of no fewer than three and no more than seven tenured teaching faculty of senior rank, selected in such a manner as the faculty of the College determines. The Dean of the College will not be a member of the Committee. (p. 26 of Section 600)

Suggestion: Hold all-College vote for CPC with ballot:

- ballot divided by department; everyone vote for one person per department
- make a rule that if a department has less than X eligible faculty able to serve, that

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department will not be included on the ballot? (What is the X?)

-after each department rep decided by the number of votes, the people with the next highest votes (regardless of department affiliation) become CPC members until 7 people have been chosen

-after that, the people with the next highest votes become alternates in the order of their number of votes

III. President's Report -- Mira

Faculty President Election Nominations:

- Bylaws say to send out nominations this month.
- Mira will use usual template, will close 5:00 on April 14th.
- Eliza confirms with people who are nominated.
- Suggestion is for vote to take place April 18-28.
- There will be 3 release units for the FAC president each semester for the 2-year term.
- Out-going president will stay and mentor in-coming president for a year.
- Eligibility:
 - Full-time, tenured
 - Associate or Full Professor

IV. Dean's Report – Shari

- GI 2025 strategies April 12th meeting will focus on department-level interventions at reducing equity gap. Lunch will be served.
- CTEPP is one example of one of the efforts looking at pedagogy and curriculum to support equity and minimize equity gaps.
- Deaf Studies has run some equity gap data at undergraduate level.
- Email from Matt Cahn, Vice Provost, says they will invite faculty to participate, especially undergraduate level.
- Great thing is that the Provost understands that in order for us to grow we need to increase enrollment. COE slightly under in Fall, but on target in Spring. What Provost understands is that for us to grow, we need to get resources. She wants to offer faculty searches for our college next Fall. She is determined to make searches happen, but she is asking for a detailed 4-5 document justifying why a department would need a search.
- Currently, COE has five searches, but none have been filled yet. One has for sure failed.
- Shari is encouraging every department to fill faculty search request form from the Provost to support faculty search next year; will send this email to chairs.
- Deaf Studies's search has failed, they may need to be at the front of the line.
- Equity gaps were evident in other parts of campus.
- Provost still wants the equity gap info for COE, even though we have low number of undergrad students.
- Education Expo is on April 12th: For anybody interested in education; 70 or more districts will be there; share with students who may be looking for jobs.
- Equity and Faculty Affairs Committee: Presentation on April 19, social justice in the midst of polarizing politics. EFAC will hold a dialogue in regards to our curriculum and what we may do. Register for it if interested.
- Beth Lasky – Hearts of Glass April 24th

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- Grant opportunities coming out of EFAC.
- We are in a good place as a college.
- Provost wants to be moving to more in person; has agreed to 80:20 (80% in person, 20% online). Concerns brought up about everyone's well-being and morale, which may suffer.
- Schedule for hooding and graduation sent to chairs.
- Read Shari's email on wellness...and healthy boundaries. 😊

Upcoming Meetings in Spring 2023 (Mondays, 1-3pm), all ZOOM:

April – 17

May – 1, 15

Adjourned: 2:27pm.
