

COLLEGE OF EDUCATION COUNCIL
November 28, 2022
12:00-1:30 pm



Attendance: Kristina Falbe (Chair), Andy Goveia (Lab Schools), Rochelle Borden (Student), Rudo Tsemunhu (EAF), Gavin Weiser (EAF), Kate Peebles (SED), Jeongae Kang (SED), Christie Angleton (TCH), Robby Anggriawan (Student), Sarah Ballard (SED), Erin Quast (TCH), Amanda Quesenberry (TCH), Kim Fisher (SED), Kristi Sutter (Lab Schools), Dean Francis Godwyll

Absent:

Visitors: Robyn Seglem, Stacey Jones-Bock

CALL TO ORDER

Adoption of the Agenda

- Sarah Ballard moves to adopt
- Rudo Tsemunhu 2nds motion

Approval of the minutes from the September 2022 meeting

- Remove the second listing of Rudo Tsemunhu from the attendance

Information Items

• **Bylaws Update**

- K Falbe - On November 9th, R Seglem (as the past chair) and K Falbe (as the present chair) were invited and attended the Senate Rules Committee meeting to answer any questions they had about the current version of the bylaws.
- The floor was open to questions. None of the Senators had questions.
 - In 2021 R Seglem and S Jones-Bock attended and they were asked many questions.
- The committee voted, and the bylaws were approved to move out of Rules.
- K Falbe prepared an executive summary of the changes that have been made since the 2017 version we are currently operating on, and the Bylaws are now with the executive council of the Senate.
- The understanding is that they will be voted on there, and then moved to the Senate floor for voting.
- Any of the senators can raise questions or comments.
- Bylaws will come back to us and will need to be voted on by the entire college (in accordance with the bylaws).
 - A Jones- thank you
 - K Falbe- hoping for approved bylaws by the end of the spring semester

• **COEC Chair Course Release**

- S Jones-Bock- Course release for any chair of the College Council
- Reasoning:
 - 2019 invited the Chair of CC to be a part of the leadership team.
 - Time has been upped- CC meeting, exec once a month, and two leadership team meetings.

- An important part of annual report information.
- Ongoing problem-solving for the college.
 - Often sought opinions weekly.
- Leadership team meetings year-round.
- S Jones Bock, R Seglem, and Leadership Team discussed this as a leadership opportunity to make decisions, craft plans, and approved a 1-course release.
- Hoping this will inspire others to take on the work.
- Questions
 - R Seglem- Clarify that this was her request
 - E Quast- One release per year? Or semester?
 - Per year
 - S Jones Bock- Work with departments to determine what semester makes the most sense
 - The cost is \$5100 to the department to replace the position
 - E Quast- Good idea, important to the idea of shared governance. Might be important to put into the bylaws to show our expectations that this is something that we value.
 - R Tsemunhu- This is important and I support the release.
 - A Quesenberry- Is there one semester over another that is a heavier load for the CC chair? Is spring heavier with searches? Or should it vary year to year based on what is coming up?
 - R Seglem- It varies and depends on what is on the horizon.
 - K Falbe- Supports being a conversation with the department chair to determine what is best
 - R Tsemunhu- When would this be effective?
 - S Jones Bock- January 2023
 - E Quast- I appreciate this came from the leadership team and is a sign that you are dedicated to shared governance.
 - Dean F Godwyll- Anything we can do to support and help assure shared governance is valued. Want to be flexible so that it can meet the need of future leaders too.
 - S Jones Bock- If we add this to the Bylaws we will include the extra duties to support the decision to provide the release.
 - K Falbe- She will report back on how the time was used and how it was helpful. Check-in in March/April as we add to possible bylaws.
 - K Fisher- Clarifying if we are moving forward with this trial
 - S Jones Bock- Yes, we are moving forward with the trial
 - K Fisher- Who will communicate with the chairs?
 - K Falbe- Chairs know because it came from the leadership team. Please make sure the faculty within your department know.

6. DISCUSSION ITEMS

- **Working Together in More Accessible and Equitable Ways** (Tech Subcommittee Work)
 - K Falbe- In Teams (and attached to today's calendar invite) is a document titled "Working Together in More Accessible and Equitable Ways".
 - Last year the College Council charged the Tech Committee with exploring ways that we could increase accessibility around the college.
 - Knew this wasn't just a technology issue, we have learned in College Council that there were barriers presented when we were doing things like meeting online, trying hybrid meetings, etc.
 - Kim Fisher is here to discuss where they are in the process.
 - K Fisher- Current chair of Tech Committee
 - Last year the technology committee was tasked with creating a document that would make the college more inclusive in documents and meetings.

- Yearlong discussion of what and how to share. This document is an entryway to making the work we do inclusive of our colleagues with disabilities.
 - The first paragraph provides background on ableism and our goals.
 - Reflective questions for teams to work through to determine to understand disability and accessibility. What are the department's perspectives?
 - Resources: List of entry resources to build your skills and make your environment more accessible.
- The Technology Committee members include
 - Steve Travers
 - Anna Smith
 - Kim Fisher
 - Kristi Sutter
 - Ben Webb
 - K Falbe
- K Falbe- College has purchased 50 copies of Demystifying Disability as part of community Thursdays.
- See summaries of resources.
- Scholarship and References for those who are already familiar with the information but are interested in upping their game.
- K Falbe- Think about how we will bring this to our department. What procedures can you do to make your space more accessible?
- Questions/ Comments / Feedback
 - Dean F Godwyll- Great work. Looking for a systemized way to make this happen. Translate to our classrooms and will show up on content area tests.
- **Time to meet with departments provided to assure it gets back to faculty.**
- K Falbe- We need this to be a part of our culture and not something we do just for specific students.
- R Borden- How do we hold people accountable and implement this in a way more than just an email? Some way to assure that we are holding each other to these standards.
- K Falbe- Studio Teach opportunities for students to implement and provide support. This is why we need this to go to leadership so that we can hold each other accountable and help each other grow. We need to be willing to call this out and understand that we have a lot of ableist tendencies in academia.
- S Jones Bock- This doc should be linked to the other Guiding Documents created by Teaching and Learning. Resources for all, similar to how to create your syllabi.
- G Weiser- Dean's office sent out the guiding documents as a focus in the past and that might be a nice way to share this guide.
 - 9 people working in accessibility
 - Doc students might be thinking of HR. Our team discussed the need to do a better job in EAF to model for our students who might be considering HR.
- K Fisher- anyway we provide support for students, faculty, and staff in a universally designed manner instead of individual accommodations.
 - Important for our students to be leaders in incorporating accessibility. This should be integrated into the work that we do as a college.

- **Shared Governance through COEC subcommittees**

- K Falbe- One of the things that I really value about the College of Ed, and ISU is the culture of shared governance.

- A lot of places use terms of shared governance, through our bylaws, culture, and practice I see so many places where this is actually enacted and even valued by administration and faculty
 - One of the best ways that we have to share governance is through the COEC subcommittees. The work of these committees is valuable in informing all of us about ways to move forward, and how to think in innovative ways about the future of the College.
 - We are struggling to get the committees filled and to find chairs, co-chairs, etc. Once we get them filled some committees have problems finding common meeting times, or being able to follow through on the ideas that come out of committee (what are the mechanisms? The budgets? That would allow for this?)
 - This is something that I would like for us to really start to address this year, in actual tangible ways and practical solutions. Our first step though is to think through the problem.
 - In order to think through the problem systematically I propose a Design Thinking approach in the form of the Design Council's Double Diamond.
 - I bring this particular framework b/c it works to be sure that there are collective conclusions and practical solutions.
 - https://docs.google.com/document/d/118MjdZ_MmkGQQd6p968E6G18SSx2SjQ8U7UbRdqZyvU/edit?usp=sharing
 - Task to do: Between now and the next meeting add our problems and insights into why specifically connected to sub-committees.
 - S Jones-Bock- we talked about this Elections Committee. One suggestion from a previous school:
 - First Friday - Department
 - 2nd – College Council
 - 3rd- something else
 - 4th – no obligations
 - It isn't necessary for a few to be a part of everything. We should encourage everyone to be a part.
- **Universities Framework on Continuous Improvement and Systems Thinking**
 - Dean Godwyll shared information about Continuous Improvement and Systems Thinking.
 - According to the bylaws part of our function is to:
 - Consider and approve all proposals that are identified and disseminated as policies of the COE faculty;
 - Participate in developing College priorities;
 - Contribute to the strategic planning process;
 - Advise the Dean on policy matters;
 - University wants us to move forward with the Continuous Improvement Framework provided by Academic Affairs.
 - We need to ask ourselves: How do we determine if what we did yesterday is working?
 - The mindset of Continuous Improvement doesn't mean that what we are doing is bad, but how can we be more efficient, fill loopholes, etc.
 - The framework provided helps us: define, measure, analyze, improve, and control.
 - What we improve is not a failure with the mindset of continuously improving.

- We want to make continuous improvement a part of our culture as it can:
 - Provide sustainable solutions
 - Reduce duplicated efforts
 - Eliminate non-value-adding activities
 - Align activities to objectives
 - Identify opportunities
 - Mitigate risks
 - Outline systems, tools, and resources required
- The PPT is on the team's site.

7. ACTION ITEMS

8. DEAN'S REPORT

- **Deans Report** (Dean Francis Godwyll)

- Thank you for the intentional way you have approached the semester.
- Unfinished business with bylaws- how to bring the voice of staff on COECC. This will be a continual conversation.
 - Staff is meeting on Wednesday, Nov. 30th to talk about this staff survey and to start looking at short and long-term areas for work.
 - Each unit within the college will meet with staff to develop this partnership.
- How can we increase the voice of our students? Are we on track? Have we lost our way?
 - How will we connect and gather information?
 - Student advisory board?
 - Student ambassadorship program?
 - How do we include RSOs?
 - How do we get information from each stakeholder so we can respond better? We are committed to hearing the voices of all of our stakeholders.
 - At the leadership level, we are working to restructure offices in order to respond better to student, faculty, and staff needs.
- Accessibility, for example, how do we help our faculty with accessibility and making accommodations?
 - Are we creating systems that work for our students and are accessible?
 - Thank you Gavin for the idea of the message coming from the Dean's Office to show that this is a collective effort as we make Universal Design more strategic at the college level.
- Open Positions for spring semester- Technology, Associate Dean for Research and Faculty Innovation, Director of the Lauby Center, and EAF Chair

9. Adjournment

Rochelle Borden- Motion to adjourn
 Joenge Kim- Jeongae Kang

NEXT MEETING: January 23, 2022 @12:00 Noon