

COLLEGE OF EDUCATION COUNCIL
February 27, 2023
12:00-1:30 pm



Attendance: Kristina Falbe (Chair), Andy Goveia (Lab Schools), Rudo Tsemunhu (EAF), Gavin Weiser (EAF), Patrick Amponsah (student), Jeongae Kang (SED), Perry Schoon (EAF), Kristi Sutter (Lab Schools), Christie Angleton (TCH), Kate Peeples (SED), Erin Quast (TCH), Kim Fisher (SED), Amanda Quesenberry (TCH)

Guests- Molly Davis, Dakesa Pina, Robyn Seglem, Molly Davis

Absent Members: Dean Godwyll, Sarah Ballard (SED)

1. CALL TO ORDER

2. ADOPTION OF THE AGENDA

- Moved to adopt- P Schoon
- Second- G Weiser

3. APPROVAL OF THE MINUTES FROM JANUARY 2023 MEETING

- Moved to adopt- A Goveia
- Second- A Quesenberry

4. INFORMATION ITEMS

Diversity, Equity, and Inclusion Updates (Dakesa Pina)

- D Pina - Will attend COEC meetings with regular updates.
- This month's priority is communicating the proposed ISU College of Education EDI Awards.
 - Advancing Equity Award- operationalizing the definition of equity
 - Advocates for equitable treatment, access, opportunity, and advancement among historically marginalized groups within the COE.
 - Advocates to increase access to resources, information, and social influence for historically underrepresented and underserved groups in the College of Education.
 - Strengthens relationships within the COE community.
 - Addresses conflict as it arises in the COE community to reach a resolution.
 - Promotes open communication between and within groups.
 - Difference Award Criteria
 - Acknowledges that there are underrepresented groups within the College of Education.
 - Advocates to increase underrepresented identities within the college.
 - Acknowledges the benefits of having diverse populations within the college.

- Intentionally utilizes diversity to benefit the work of the college.
- Carving Pathways for Inclusion Criteria
 - Creates pathways for traditionally excluded individuals and/or groups to gain agency in decision-making.
 - Communicates the necessity and value of the traditionally excluded voice.
 - Advocates for traditionally excluded voices in decision-making.
 - Advocates for power, resources, and/or opportunities for traditionally excluded individuals and/or groups.
- Removing Barriers for Access Criteria
 - Identifies barriers for historically underrepresented and underserved groups within the College of Education.
 - Advocates to eliminate barriers for historically underrepresented and underserved groups within the college.
 - Intentionally provides inclusive opportunities for individuals to participate in the COE community fully.
- Four award winners will receive a plaque, a \$1000 award for EDI PD, and a ceremony.
- D Pina- Looking for feedback from COEC on awards and award prize
 - G Weiser- concerned that the importance of the award may be minimized the by separating it from the other large awards. Can they also be acknowledged at Welcome Back Breakfast?
 - D Pina- Good suggestion
 - G Weiser - What is the application process and timeline? When will the inaugural awards happen?
 - E Quast- DE Committee has been focused on the MCODE model this year and is meeting Wednesday to review many of the questions raised. Imagines it being run similarly to other awards regarding nominations and establishing a rubric.
 - K Falbe- We will receive follow-up information at the next meeting.
 - R Seglem- Others may ask- Why four awards for diversity when others have one award?
 - D Pina- Awards were designed to operationalize the definitions of the university's DEIA. Since each aspect is so different, we aspired to honor each value.
 - K Fisher- Likes the four values in the awards, and the definitions are excellent. Do we set any parameters on the PD? For example, to further your understanding of access.
 - J Kang- I would suggest EDIA awards.
 - G Weiser- Are there qualifications in how the money is used for other awards? Is this parallel to other awards? Those winning the award may not need more PD.
 - R Seglem-Possibly expand the money to resources or PD.
 - A Quesenberry- yes

- R Tsemunhu- Maybe narrow it to two so the award money isn't spread as thin and may allow the ability to attend a national conference.
- E Quast- In the name of equity, why can't we use awarded money for salaries for every award? People do the work and should be acknowledged with a stipend and/or financial award.
- P Schoon - Believes the source of the funds is foundations, and there are rules for that. That might be a question for the Dean.
- G Weiser- Underrepresented people may be nominated for this award as they take it upon themselves to do the work, and the work often, but not always, comes with less financial resources.
- E Quast- The committee seeks COEC feedback on implementing the four new awards due in a shorter period. What should this look like?
 - Application process
 - A Goveia- Speak to Molly Davis on the new Teacher of the Year awards, as the nomination process was easy.
 - How to review nominations
 - G Weiser- How do we increase the number of people applying? We want to laud the individuals that are doing the work. TLC applications were cut down because the length was detrimental.
 - G Weiser- Are potential winners full-time employees of COE- Faculty/Staff (civil service and AP?), Full-time NTT?
 - K Falbe- Yes, not students at the time.
 - K Peeples- Request to make the application as accessible as possible, i.e., ensure forms work with screen readers. This is a way we exclude people from applying for and receiving awards. This responsibility should not fall on SED, but SED can guide you to the right place if you need assistance.
 - K Fisher- Minimum qualifications to evaluate the applications may be just using the bullet points under each award.

Alumni Committee Updates (Molly Davis)

- Alumni Relations Committee – Alumni Awards Event
 - Awards event from the fall included traditional awards with the addition of the Legacy Award (new this year)
 - Launched a new Teacher of the Year program in the fall.
 - Named the five semi-finalists in each category - 50 applications were submitted and narrowed to 15 semi-finalists.
 - Lab School Teacher of the Year semi-finalists

- Courtney Boznos, Vickie Graziano, Cassandra Mattoon, Maggy Proctor, Kevin Thompson
- Legacy Teacher Of the Year semi-finalists
 - Julie Hinman, Art Ed, Delores Lloyd, ECE, Michael Soares, English Ed, Shari Stahl, SED, Lisa Tomlin, Bio Ed, MS SED
- Teacher Of the Year semi-finalists
 - Nicholas Hostert, Art Ed, Andrea Mear, English Ed, Bonnie Pollock, El Ed, Lauren Sheehan, SED, Patricia Valente, Bilingual
- Event- April 14th at the Aaron Leetch Stadium Club in Hancock Stadium.
- The committee posed no questions.

Diversity in Education Committee Updates (Dakesa Pina)

- This year's focus is educating the College of Education on the MCOE framework.
- The goal was to assess at least one policy or procedure per department/unit.
- There are six stages to assess if we are a multicultural organization. The timeline thus far has been as follows:
 - September – Introduced committee to the MCOE framework and identified the policy or procedure each department/unit wanted to focus on.
 - October- Used six stages of the MCOE process to use a diverse lens and gather stakeholder information.
 - November- Created an action plan/recommendation based on the assessments.
 - February- Welcome back, and remember why we are doing the work.
- Talk to your Change Team member for more specific information.
- E Quast- Everyone is at different places with this process, and there are different barriers that each unit might meet.
 - Laboratory Schools have taken up the process and are working to move forward- we would like to see them share with COEC.
 - It would be nice for COEC to think about ways to support this work going forward and recognize our structural limitations.
- Questions to take back DEC?
 - K Fisher- Centering this conversation should be more focused on department agendas. Is that something that the committee could request be added? Could we ask that it be a line item to update regularly?
 - K Falbe- That makes sense. It would be nice to hear from committees and consider how to move the work forward into the departments.
 - E Quast- Everyone is overstretched. How do we centralize this? It is a continuous conversation. How do we progress in making the work run through everything we do?

- K Falbe- How are we using this model in each subcommittee? They are working on procedures for the college. How can we ensure within our subcommittees that we are confident that we are thinking within this framework?

Technology Committee Update (Kim Fisher)

- K Fisher- Committee shared Working in Accessible Ways last semester with the departments.
 - Committee changed how they do meeting agendas to make them accessible to anyone.
- Focusing work on Canvas and Canvas migration this semester.
 - Committee members are on the Canvas pilot.
 - Training includes accessibility.
 - The migration system from Reggie Net to Canvas could be more seamless.
 - Steve Travers from CIPD spoke about the work needed to help with this migration.
 - Starting from scratch may be your best bet, and this isn't acceptable.
 - The committee recommends support for new faculty and those up for tenure—potentially GA.
 - Communication for those who teach a class every two years. All materials will be gone in December 2023
 - College-hired instructional designers- how are they enacting accessibility principles?
 - If not using WCAG 2.1, then this is an inequity.
 - The next meeting is on April 12th.
 - K Falbe- Rosie Hauk came to the last TCH meeting- faculty are advocating for keeping the window open later than December 2023.
 - K Fisher- the migration may impact student responses/evaluations of teaching, which may impact the tenure promotion package.
 - Departments should be thinking about how to communicate this issue.
 - Questions/Comments?
 - KNF- Request Tech Committee put together recommendations for Exec. Council to push out. It would be nice to formalize the committee's recommendations.

Bylaws Update (Kristina Falbe)

- The college voted on bylaws- a unanimous yes.
- They will be put in front of the Executive Council on March 20 and the Senate on March 29 for a vote.
- Hopeful to have completed the bylaws by the end of the year.
- Bylaws questions?
 - None raised.

COE Commitments (Robyn Seglem)

- Presented the idea of Three Commitments to continue as a leader in teacher education.
 - Engage
 - Adapt
 - Innovate
- Necessary for the COEC to be aware of what the college is committed to.
- Why necessary?
 - Strategic plans and priorities are lengthy and hard to remember in day-to-day work.
 - These commitments capture vision and guide projects.
 - These commitments will serve as a foundation for future work.
- Each commitment connects to the strategic plan and pillars.
- What are the COEC question, comments, and concerns based on this information?
 - K Falbe- Executive Council discussed pushing back the strategic planning process until the university plan is in place.
 - Dean Godwyll is on board with holding off.
 - A Goveia- Does this add a layer of confusion? It feels like another thing while it is trying to explain.
 - R Seglem- Trying to streamline/simplify and give the college something we can commit to.
 - G Weiser- Teacher Ed is central to this graphic. Request that the graphic be more expansive and inclusive EAF with a vocabulary change to Teacher Leaders.
 - R Tsemunhu- Could we provide faculty with bookmarks highlighting the strategic plan to help center the work?
 - R Seglem- Good suggestion for our new plan.
 - G Weiser- There is a meme this resembles- recommended moving Adapt from the middle position to another to minimize comparisons.
 - K Peeples- This is a lot, added to everything we are supposed to communicate about the College of Education. How does this fit with everything I need to be knowledgeable about when I do outreach for the university?
 - E Quast- Agree this simplification works. Questions if the word “commitment” is rhetoric. Are you asking us to commit? A goal is something we aspire to. What we currently do well supports our ability to engage, adapt, and innovate, but current initiatives don’t often receive the support needed.
 - R Seglem- Commitment might not be the right word, but we wanted to simplify our thoughts. Modeled off the university’s Connect, Evaluate...
 - D Pina- Could the Engage, Innovate, and Adapt be linked to the pillars and strategic plan?
 - R Seglem -Each pillar could be viewed through the lens of Engaging, Innovating, and Adapting.
 - The goal is to simplify and make a presence by narrowing it to only three.

- K Falbe- These are the umbrella for the pillars, and as we move forward with new priorities, we will use these to help inform that.
 - Important to consider how current work isn't swallowed up.
- R Seglem- Requested to discuss the word commitment.
- K Fisher- What is the difference between the strategic plan bullet points and the pillars?
 - R Seglem- Pillars are PRAISE U.
 - This is intended to integrate the strategic plan and pillars into one easy-to-remember package.
 - K Falbe- Dean, during Executive Council, seemed on board with three commitments.
 - This is the first step to sharing the information. It can be brought up again when the dean is present to share his vision.
 - D Pina- How do the University/ Provost and college strategic plan align with our current activities?
 - R Seglem- Maybe it should be values instead of commitments.
 - E Quast- PRAISE U has a religious connotation and should be vetted closely.
 - 2nd by C Angleton because it is not inclusive of non-Christians.
 - G Weiser- Had the same conversation with peers who are also uncomfortable.
 - G Weiser- The commitments seem like marketing who we are, and three is easier to understand than eight.
 - K Fisher- Concurs and opposes PRAISE U because of the religious connotation.

5. DISCUSSION ITEMS

Subcommittees (Kristina Falbe)

- We need help to have full committees. Subcommittees are part of shared governance within the college.
- Next month: as a committee, let's problematize this and determine how to make changes and make work equitable, meaningful, and faculty lead.
- Please encourage peers to serve.

7. ACTION ITEMS

- Dr. Jones received a notice from the Senate regarding a policy related to Faculty Associates' continued service exists.
- Dr. Jones thought the response should go through the faculty instead of the administration.
 - A Goveia- We updated our handbook, and the faculty associates agreed to the language as written on July 1st, 2022, without objection.

8. DEAN'S REPORT

Deans Report (Dean Francis Godwyll)- No Dean's Report

9. ADJOURNMENT

- Motion to Adjourn- G Weiser
- 2nd- J Kang

NEXT MEETING

March 27 @12:00 Noon in Studio Teach

Announcements: Be sure you are keeping up with what is happening in the College of Ed using our COE Communication Hub on Teams. Things to be on the lookout for.