

Minutes
Core Campus Faculty Meeting
October 21, 2016
10:00 a.m. – 1:00 p.m.
Bloomington location – Wright Education Building Auditorium 1120
Indianapolis location ES-3138B and E
Columbus location LC2213

I. Welcome

Dean Mason welcomed staff and thanked them for taking the time to come and attend.

Recognizing New Faculty (IUPUI)

Robin Hughes introduced new faculty

- Janet Graham, CEP faculty
- Jeremy Price, Assistant professor in Ed Technology

Recognizing New Faculty (IUB)

C & I introductions by Mary McMullen

- Gustave Weltsek, Visiting Assistant Professor in arts education
- Gabriele Abowd Damico, Clinical Assistant Professor in arts education,
- Amber Simpson, Visiting Professor in math education
- Larry Ruich. Visiting Professors in special education

CEP introductions by Janet Delanshere

- Lucy Carspecken, Lecturer in inquiry methodology
- Julie Lorah, Assistant Professor in inquiry methodology
- Kerry Wilkins-Yel, Assistant Professor in counseling psychology

ELPS introduction by Dionne Danns

- Quentin Wheeler Bell, Assistant Professor in foundations

CEEP introductions by John Hitchcock

- Nadim Yel, Research Scientist with specialization is statistical analysis

Dean's Report:

Dean Mason updated faculty on the status of the core campus initiative. Last year we formed a committee that developed a report and a recommendation that resulted in a recommendation that the IUPUI become an independent school of education. The report was submitted to the Provost in the spring. Over the summer Dean Mason informed the provost, president and the Trustees to let them know about the decision that the restructuring committee had made. The trustees were highly supportive of the school of education on both campuses and also very supportive of education in general, feeling that the mission of the school of education is centrally important to well-being of the State of Indiana. Since then we have moved forward with the CREM policy (Merger, Reorganization and Elimination of Academic Programs) which was implemented and

developed over the last few years. This may be the first instance of the policy being invoked. It is designed to ensure that any major structural changes go through a thorough vetting process through the faculty governance structures on both campuses and then through the university faculty council. The first step was for our Policy Council to endorse and then vote upon that, and that happened this week. Barry Chung was introduced as Policy Council Chair to talk about these events

Update on Core Campus Structure

Barry Chung reported that Policy Council reviewed the proposal put together by the restructuring committee and also brought in comments from the faculty through an anonymous open-ended online survey where faculty gave input on both the content and the process of separation. Barry reviewed information on the response rates: IUB 39%, IUPUI 62%, IUPUC 29%. He explained that Policy Council reviewed 15 pages of narratives and had a lengthy discussion at the last Policy Council meeting. The outcome was a motion carefully crafted that honors the requests and concerns of the faculty regarding the process moving forward in order to ensure that the integrity and quality of programs continues on both campuses. The motion was, "We move to support the next step in the process of separation with specific attention to address the issues that have been raised by faculty in the restructuring committee's document and also the faculty survey". The Policy Council vote was thirteen in favor, two abstentions, and none opposed. We wanted to ensure that, as the process moves forward, the people involved not only look at our vote, but also at the concerns and comments of faculty and the information gathered through the restructuring committee.

Dean Mason gave an overview of the upcoming process regarding the separation. The report and recommendation by Policy Council will go on to an ad hoc committee will be organized by the BFC, IFC and UFC, so we will have faculty governance input there. They will be developing a report and seeking faculty input. The report will include a 3-5 year financial forecast for each organization as well as an assessment of the benefit to teaching, research and service of the separation. When the report of the ad hoc committee is complete it will go on to the Deans, the President, the Provost and the Chancellor and then to the executive committees of the BFC, IFC and UFC and then to the trustees in the spring of 2017. With all of the approvals in place we hope to initiate Dean searches on both campus over the summer. Dean Mason opened the floor for questions and comments. There were none. He then closed by encouraging any who have questions or concerns, to please contact Dean Mason or Barry Chung.

IUPUI Campus Report

Robin Hughes reported that at all faculty meetings moving forward we will be including critical discourse about race. We are conducting faculty searches including clinical ed leadership, clinical special education, clinical assistant professor in elementary literacy education, open-rank professor of urban education and social foundations. Some positions are pending as we listen to advice from fiscal advisors. An opening in early childhood is deeply needed, but it is not something that can be filled right now. The need to support this area is strong. Issues around child care are serious

for graduate students at IUPUI. Another position we are continuing to discuss is a science position. In speaking with faculty we would like someone with an interest in science education but holding a terminal degree in one of the STEM fields. We also have some retirements on the horizon, though final decisions have yet to be made. IUPUI, through Kathleen King Thorius has received a sizable grant, over \$8.25 million through the US Department of Education to create a new center, the Midwest and Plains (MAP) Equity Assistance Center. The MAP center will be housed within the Great Lakes Equity Center and be directed by K. King Thorius. Though the work of other IUPUI faculty, the school of education has been successful in securing several significant grants which will help to strengthen the financial stability of the school in the face of the pending separation. Lori Patton Davis has been elected president of the Association for the Study of Higher Education (ASHE). The election of another critical race scholar to this position sends a message to critically conscious scholars about where this organization is and where it is going. Institutional racism and structural racism is significantly perpetuating our institutions of higher education.

Closing Remarks Concluding the Joint Meetings

T. Mason reminded faculty that just because the two campuses are separating structurally does not mean that there will not be ongoing and significant collaboration (research and service) between the two campuses.

S. Scribner let the IUB faculty know that some of the IUPUI faculty recently attended a lengthy retreat and the work done there will be shared with the rest of the faculty as we push some planning into the program phases. We have also been working through some issues with our doctoral program, and as Dean Mason mentioned, and there will continue to be mechanisms to collaborate despite the separation and we are all pleased about that.

II. Campus Specific Faculty Meetings Begin; Bloomington agenda items:

T. Mason opened the Bloomington faculty meeting by introducing Mary Dwyer, new Director of Executive Development and Alumni Relations and Natalie Kubat who is the new Director of Development. Their work is critically important, especially in a climate where there is great concern about the cost of education and a strong reluctance to raise student fees to increase revenue. We have achieved 50-60% of our goal of 40 million dollars with the bicentennial campaign. In addition to the financial goals of this campaign, the university would like to attract passionate students, and donors willing to support scholarships and fellowships are important. We also was to attract passionate faculty and donors are very important sources of support for endowed fellowships. Thirdly, providing environments that support teaching and learning with new facilities, and finally to foster a global perspective on education and so we are looking for donors to support organizations like Global Gateways. The bicentennial campaign is working in all of these areas. Departments or programs should pass on key ideas about what we want to do in each program so that the directors of development can bring specific proposals to potential donors and increase are ability to attract funding.

Also, those of you considering gifts to the school of education, if you are able to commit to \$25,000 over a period of time, the university will match your donations at 4.5%, or an amount equal to what the endowment would earn on a yearly basis.

T. Mason moved on to the recognition of endowed chairs:

- Rob Kunzman is the current Martha Lee and Bill Armstrong Chair for Teacher Education. These two individuals were passionate about education and, as chair, R. Kunzman oversees the Armstrong teacher educator award which promotes excellence in teaching and provides funding that supports professional development opportunities for our Armstrong teacher educators.
- Cindy Hmelo-Silver is the current Barbara B. Jacobs Chair in Education Technology, established by a board member and Alumni to encourage the advancement in teaching and learning through technological innovation.
- Erna Alant is the current Edward and Marylou Otting chair in Special Education, which serves to advance teaching, faculty collaboration and program development, to promote quality education and research in the field of special education.

Faculty Discussion – Reimagining Library Space Utilization

It can sometimes be challenging to work closely with our research centers and their staff, particularly because of how far away they are housed. One of the ideas on the table was to build a wing onto the building to house these research centers, and while that may happen in the future, it will not address issues today. Meanwhile, another option is the library space, which is a very large space. As libraries transition from largely print media to more digital media, there may be opportunities to utilize the space there differently. Perhaps we could find ways to bring in representation from the centers into a reconfigured library space. The idea is exploratory, but while we are talking about different ways to use space, we want to be transparent about the process and get input from faculty. An architect's office is looking at the different spaces currently being used by the centers and the library space and we will receive a report about the feasibility of the idea.

Discussion

While acknowledging the value of having the research centers within the building, several faculty expressed concerns that the library space is well utilized by students, particularly as a community space. Libraries are important spaces within schools. Questions included, Can the university pull our library out? T. Mason stated that could not happen. Would it be possible to put a second floor on the library? T. Mason is not certain the foundation is designed to support a second floor. It was also noted that it would be important to gather data on the topic, surveying both faculty and students. The relationship between the size of the library and the space needs of centers was also discussed. The current library space is 18000 square feet. The spaces currently used by the centers varies, and so this is a focus of the architects. It was noted that there are other space needs of the school as well and that we should take a holistic approach to the evaluation of space. T. Mason also clarified that no matter how we move forward, a library space will remain.

Other Updates

Enrollment has been pretty stable, but we have the largest number of freshman direct admit students that we have ever had. Current renovations are progressing 2140 is turning out to be a tremendous space that will have wonderful technology and will be a real asset to the school. It appears that the space should be finished in November, though we may want to think about the availability truly beginning next semester. Another campus initiative that many faculty are working on is called the IU Eleven project, that is designed to help the university to get engaged in the needs of the 11 counties in southern Indiana. This is aimed at applying for a large grant from the Lily Foundation to support work of faculty and students to address some of the pressing issues in these counties.

T. Mason recently made a trip to Poland and met with the Polish American Freedom Foundation and the University of Warsaw to explore opportunities for faculty. Later this semester T. Mason will be making a trip to Thailand to get the engagement of a large group of alumni there and also talk with representative from the Universities there that we have had partnerships with in the past.

Tonight we have the Distinguished Alumni Award Dinner and today and tomorrow we have a Black Women's Wellness and Empowerment Summit being organized by some of our psychology student organizations in collaboration with the School of Public Health. Other upcoming events include IU Science Fest and the School of Education is sponsoring the Amethyst House benefit concert with Greg Brown.

Department Announcements

Frank DiSilvestro shared that the Department of Adult Education, graduate school was named outstanding Adult Education Program in the United States by the American Association for Adult Continuing Education. LCLE reports that they have 19 students starting in their new online program this fall.

Diversity Plan Update and Next Steps

T. Mason stated that the main theme we wanted to emphasize today is our diversity plan. The university has asked schools to develop a diversity plan. This is something that we care about here at the school of education and the diversity committee has been working on a strategy to develop this plan. They are taking a thorough and methodical approach that gets input from all stakeholders and doing a lot of work to reach out to faculty. They want to create a meaningful plan that has more than rhetoric and focuses on actions and things that the school can do. We have had a few events to launch the initiative and there will be more events held over the course of the year. The diversity plan subcommittee met with the long range planning committee and there is talk of the faculty retreat focusing on this topic. No date is set yet, possibly in February. The retreat would focus on a number of topics relevant to the school, but the diversity plan would be the major focus.

Jessica Lester reported on the work of the diversity committee. The multistage process included that this plan would be part of an ongoing approach to engaging in

issues around diversity. Today we will be getting into small groups to discuss one of 3 topics. You will be asked to be a part of 1 of 6 groups. The broad themes are around policies, culture and practice. J. Lester then described the break out process for today and introduced facilitators from the faculty.

T. Mason asked for comments or questions about the diversity plan. R. Skiba explained that his comes from the office of the president for faculty and academic affairs. A major focus is on the many request for strategic hires, and so the office would like schools to engage in an overall plan to support these diverse hire requests. J. Nieto Philips has been informed of the diversity committee's plan and he is supportive of our approach. Being a part of this will allow us to continue to benefit from support for strategic hires.

Discussion

Questions asked included the inclusion of diverse student recruitment and retention as a part of the diversity plan and if their student voice is being collected. T. Mason explained that the university's requirements for the plan focus on faculty, but our approach is going beyond that, making a strong effort to bring in student and staff voice. R. Skiba, committee member, noted that the plan from the university is focused entirely on faculty recruitment, with no mention of students or even faculty retention. We are taking a more holistic approach to address all of the issues around diversity that may attract and maintain a more diverse faculty, students and their future success in our school. T. Mason emphasized the desire to do this right and make this a part of the culture of our school. Another question was regarding the definition of diversity. G. Butera, committee member, explained that the committee is taking a broad view of diversity which also addresses issues of accessibility, inclusion and equity. Is this focused on domestic diversity or does it also include international diversity? R. Skiba replied that the focus is on domestic diversity. He also noted that there is the issue of which group has been historically marginalized for the longest and this points us to issues of race and ethnicity. African Americans remain highly underrepresented in our faculty. We want to maintain a pipeline of career movement. T. Nelson Laird added that while there is a focus on race and ethnicity in the plan, we cannot address these issues unless we are a community that addresses all of these issues together. Part of the idea of going through a process together is to start becoming a better community. T. Mason noted that there are issues around inclusion for individual from international students.

11:30 adjourn to discussion groups.

III. Adjourn to Balcony for Break Out Room Assignments and Lunch Pick-Up

IV. Diversity Plan Conversations over Lunch

Conversations recorded by break-out room facilitators.