

Minutes
Core Campus Faculty Meeting
April 21, 2017
10:00 a.m. – 12:00 p.m.
Bloomington location – Wright Education Building Auditorium 1120
Indianapolis location ES-3138B

I. Welcome

Dean Mason began the meeting thanking faculty for their attendance during this very busy time of year, noting that, during these times in particular, the work we do in the School of Education is more important than ever. For this reason, it is particularly imperative that we make our work visible. Moving forward it is important that we look at our relationship with public policy and develop this further. We need to renew our commitment to the purposes of education. Thank you for all that you do to make this a great School of Education.

Recognizing Retiring & Promoted Faculty –Gary Crow

Dr. Crow announced five faculty retirements including:

- Jack Cummings, Counseling and Education Psychology
- Tom Huberty, Counseling and Education Psychology
- Concetta Raimondi, Education Leadership and Policy Studies
- Mike Tracy, Counseling and Education Psychology
- Gary Crow, Education Leadership and Policy Studies and Interim Executive Associate Dean

Dr. Crow continued, announcing that four colleagues have been promoted. This is a major milestone and worthy of celebration:

- Colleen Chesnut, Assistant Research Scientist
- Kevin Fosnacht, Associate Research Scientist
- Jessica Lester, Associate Professor
- Molly Stewart, Assistant Research Scientist

Dean Mason added words of thanks to Dr. Crow, particularly regarding what a pleasure it has been to work closely with him.

Dean's Report – Terry Mason

Dean Mason began his report informing faculty that, in the past, these slide shows have been long, presenting a lot of information. We tried to streamline things this year, and managed to reduce the number of slides slightly. Dean Mason went on to review the information in the PowerPoint, beginning with graduate school rankings from US News and World Report. He then continued with information regarding the distribution of faculty by rank, student demographics and enrollment in IUB broken down by undergraduate and graduate students, research awards by center as well as new funds. We are concerned about the support for education research at the federal level. Our government relations people and the group of Deans that Dean Mason works with have been working to make the case for the importance of education research. In the future, Dean Mason may call on faculty to provide

examples of some of the work that we do here and its impact on important educational problems, the better we will be able to advocate for more support.

IUPUI Campus Report – Robin Hughes

Dean Hughes reviewed the information in the IUPUI portion of the slide presentation beginning with admissions, which have been flat, and undergraduate credit hours which have gone up at a consistent rate since 2014. Graduate credit hours have experienced a dip. However doctoral credit hours have increased. The presentation went on to provide information on graduate student enrollment by ethnicity, undergraduate enrollment by ethnicity, and the bicentennial campaign, where IUPUI has reached 70% of the goal.

Core Campus Review – Pat Rogan & Barbara Dennis

Dean Mason updated faculty on the progress of the review of the core campus structure. There is now an ad-hoc committee as a part of the University policy which governs these structures. B. Dennis is a co-chair of this committee and will present an update. B. Dennis began by noting that today is a national day of silence to acknowledge those in schools across the country that have no voice. She went on to describe the basic process that the core campus structure ad hoc committee has been following as they move towards a complete report. We have an ad hoc committee whose School of Education members were nominated by the Policy Council and represent both campuses. There are also representatives from the Bloomington Faculty Council and the University level as well. The committee has been charged, through the University's Merger, Reorganization and Elimination (MRE) policy, to create a report that provides conditions for separation in order to ensure the vibrancy of each campus and address budgetary implications. Our emphasis has been on reaching consensus across both faculties. The committee has met 3 times as a whole, and we have had additional campus-specific meetings as well. The report also reflects budgetary considerations and has been reviewed by the deans on both campuses. Our plan is to send a draft of this report to the faculty on both campuses by April 25. We will present the report at the May 3 Policy Council meeting and then plan on having separate campus level meetings. At IUPUI there will be a full faculty meeting on May the 5th. At IUB we will have a Q&A session on May 4th. You can present concerns or ask questions there. After this we will make note of questions and concerns, identify these in the report and then send out the final report with a vote that must be complete by May 9. The timeline is tight to reach the Board of Trustees for their June meeting.

P. Rogan provided more information from the IUPUI perspective, beginning by thanking B. Dennis for her work as co-chair and also the committee members who have worked so hard to complete this report, creating a clear, concise and comprehensive document. The major elements of the report include a joint preamble that state our collective support to date and delineates the process used to develop the report, specifically highlighting how faculty have been engaged throughout the process. Two subsections focus on each specific campus, which describe our respective missions, core programs, conditions for separation and fiscal forecasts. The fiscal element is also included. Fiscal officers on both campuses have been involved, as have campus level administrators. Finally, the report goes over the procedures during and after separation. For the IUPUI section, we need to revamp all of our documents, and at IUPUI organizational changes will be necessary, as many positions have shared responsibility across campuses, or been based in Bloomington. As we develop the Dean's Office here, we want to develop our own capacity regarding the graduate studies and research component. On the leadership side, we have senior HESA faculty who are leaving to the IUB campus. We will need to build new senior faculty. We will also need to build capacity in our Education Leadership program. Capacity will also need to be built in terms of media relations. At IUB, many policies will also need to be revised. IUB will need to absorb new faculty lines. Regarding the procedures during and after separation, some core campus grants will continue, we will also have a 90/10 tuition split for a designated period of time, specifically around HESA. We will also have to think about Education Council and how that functions. As we further

differentiate our missions, we will need to keep a period of time where we each need access to historical documents. This describes the bulk of the report and we hope to get the draft out to you next week.

B. Dennis closed reiterating the importance of consensus throughout this challenging process, but we feel good about how it is coming together.

Benefits & Retirement – Jim Sherman

Dean Mason introduced Jim Sherman who provided information for faculty on both campuses regarding benefits and retirement packages. J. Sherman began by reiterating the importance of public education and thanking the faculty for their work in this area. He also encouraged faculty to contact him directly via email to discuss specific plans and challenges that any faculty member may face as they look to retirement. J. Sherman went on to go over information presented in his slides. Other information shared: Related to health care benefits, note that the \$500 deductible plan is in place because it is required for foreign nationals, it is not a good choice of plan for most people. The other two options are a better fit for most faculty. He went on to describe the differences between the Anthem and IU Health plans. It is important to know that the IU Health plan only allows you to go to in-network providers. The Anthem plan allows you to use a national network of Anthem providers, which is the majority of providers in the US. Regarding HSA accounts, rather than placing the money in a cash account and using it for medical expenses each year, it is worthwhile placing this money in a mutual fund account instead. While HSA is sold as a health benefit, you might want to think about the HSA as a great retirement account. You can add about \$4000 a year and invest it in a mutual fund, it will help support your retirement. The HSA will never be taxed, nor is the money it earns in a mutual fund account. You will spend it in retirement, but even if you don't, once you reach age 65, you can spend it on anything. However, it must be declared as income and will be taxed. Note that if you take Medicare, you can no longer have money put in an HSA tax-free. Tax Saver Benefit is great for child care, but not for medical expenses. Castlight is a great resource to learn about local providers, including reviews and what they charge.

Regarding retirement benefits, it is important to build up your retirement accounts while you are young. Do you know where your money is? What are you doing with it? It is important to know. Take advantage of the advisors. They won't take money from you, can't sell you anything, but they can help you put your money to work. Tax Deferred accounts are a good place to put your money after you have maxed out your HSA. If you are close to retirement, make yourself aware of phased retirement programs at IU.

Other items that can be considered as benefits: Philanthropy and College Funds for kids or grandkids. Using Form CC-40, you can give up to \$400, you will get a \$200 tax credit. Contact information for advisors is available in the PowerPoint presentation.

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

Dean's Report – Terry Mason

Dean Mason highlighted some recent initiatives, including the diversity plan. We had a retreat on the topic which was very successful. A subcommittee of the Diversity Committee has been working not only on the required written plan, but also engaging in a series of events which have brought this topic to the attention of faculty and students. It has been a great process, and also a very different process than what has been going on in other units. Other units are paying attention to this. A draft of the diversity plan will be available soon. Dean Mason thanked those working on the plan and those who have attended these events.

Regarding space in the School of Education, we have undergone an assessment of our space which was very useful. It was a descriptive report which identified heavily utilized or underutilized rooms and spaces. Because our research centers are located in Eigenmann hall, communication and engagement can be challenging. We would like to get those centers back into the building. It looks as if we will be able to do this over time. We were recently informed that two of our centers will be impacted by the University's need for two more floors in Eigenmann for student housing. We are in the process of moving the offices of CIEDER to the second floor. In addition, we are proposing that we have an office of international education and that CIEDER will become a part of it. This will support better coordination of international programs and efforts. We are also now looking at the possibility of bringing CRLT into the building. Related to that, the ETS offices will be relocated within the building. The details have not been ironed out, but it looks like this is feasible. In addition to figuring out spaces for offices and centers we want to look at spaces available to students. I have been talking with the Dean of Libraries, and it appears that we will be acquiring some space in the library, as the footprint of the library will be reduced. The committee for space utilization and the faculty as a whole will have the opportunity for input. We want to move towards multipurpose spaces that can be reconfigured for multiple uses. Other units have created new, flexible spaces for graduate students that better supports their needs.

Looking ahead to the next year, we have had meetings with Jennifer McCormick, the Superintendent for Public Instruction, who is very interesting in partnering with us in various ways. A good relationship with the Department of Education would be very useful for us. The University will be announcing the next Grand Challenge awardee at the university level next week. We have been working in partnership with Psychology and Brain Science and the school of public health on a challenge to address substance abuse and addiction in the state. We are also involved in an initiative with the Center for Rural Excellence, which will provide additional opportunities to work in this area. The area of addiction could be an important area for us to work on in the future.

Regarding international partnerships:

- Poland- we are working with the University of Warsaw, participating in a conference on defining and assessing quality teaching.
- Thailand- Dean Mason visited last December, a delegation will come in the fall from one of the universities there, and we will be hosting a visiting artist who will be doing an exhibition of some of his work on the refugee crisis.
- China- will be visited this summer to work on a collaboration with Beijing Normal University regarding research partnerships, and also the development of dual degree programs.
- India- there is the possibility of a trip here regarding interest in developing an educational leadership program.

Research Funding – Gayle Buck

G. Buck informed faculty about the trends in research funding, reviewing information presented in slides. Our successful proposal submissions have increased, but the awards are getting smaller. Likely this can be attributed to what is going on nationally. However, IUPUI is doing well in this area because of their research center. One very good collaborative research grant can make a big difference. One issue with this trend of more, smaller grants is that the indirect dollars (which pay for the cost of operating the grants) have gone way down. G. Buck stressed the importance of coming together on larger collaborative grants. Dean Mason followed up by noting that there will be changes made in the R&D office to help support more collaborative grant proposals.

Graduate Studies – Barry Chung

B. Chung is unable to attend and so M. Boots shared some information regarding the work the Graduate Studies Office is doing to improve its work. B. Chung is gathering data from students, faculty and staff to improve the functioning of the Graduate Studies Office. Graduate credit hours are stable. Application completion remains high, down just a little from last year. Not only are we increasing our number of graduate students, we are also increasing the opportunities for them to get financial aid. We have also been focusing on increasing diversity efforts. You will be hearing more from us on this and we are looking for feedback and ideas.

Please encourage your post-qualifying exam graduate students to continue to enroll until they graduate. This will save them from unnecessary fees. A. Brennan noted the importance of eliminating the process whereby graduate students must pay for courses upon enrollment. This process poses challenges for faculty whose courses are at risk of not making until the last minute. There was also some discussion about the process of ranking for US New and World Reports, which is lacking transparency. M. Boots noted that much of the outcomes are determined by the surveys which are distributed to Deans of Schools and superintendents. It is not based on numbers or reports, but instead on the reputations programs have in the eyes of these specific individuals who may or may not have current information about programs. Discussion ensued regarding the strong marketing component to the process.

Teacher Education – Keith Barton

K. Barton spoke regarding trends in teacher education. Some small programs saw large increases this year, however overall numbers remain consistent. Enrollment information is available in the power point presentation. K. Barton went on to talk about the CAEP accreditation process. One encouraging comment from the visitors is that they noted that everyone they spoke with was very committed to, and engaged in, teacher education. They were also impressed by the recent changes to move towards a year-long student teaching experience in the TAL program and to increasing ties with school placements in the elementary social studies block. Two areas that were identified as areas for improvement are that we don't do much to track our students' dispositions to become a teacher, also we don't have an adequate quality assurance system. We collect data, but it is not tied to our final assessment of Ed TPA, and they could not find evidence that we make program decisions based on information. Elementary and secondary education faculty have begun to tackle this, but it will be a focus moving forward. In May we will have two meetings with the scorers for EdTPA where we hope to get a lot of information regarding what our students are well prepared for and what they are not as well prepared for. We are also working on providing a better experience for undergraduate students in the teacher education program, particularly how to support our AIs in providing instruction and how we can provide programs that can better meet the needs of schools in Indiana and around the country.

Wrap Up & Announcements – Terry Mason

Thank you to all.

III. Adjourn to Balcony for Lunch

Adjournment at 11:41 AM