

MINUTES  
POLICY COUNCIL MEETING  
SCHOOL OF EDUCATION  
December 12, 2018  
1:00-3:00pm  
IUB—Room 2140

**Members Present:** D. Cross Francis; S. Martinez; P. Wakhungu; T. Brush; J. Damico; G. Gonzalez

**Alternate Members Present:** S. Daley; L. Carspecken

**Student Members Present:** S. Hiller; C. Peters

**Staff Member Present:** M. Boots

**Dean's Staff Present:** S. Lubienski; G. Delandshere; L. Watson; J. Shedd

**Guests:** T. Nelson Laird; D. Danns, B. Dennis; E. Vaughan; J. Steinfeldt; L. Gilman

Approval of the Minutes from November 12, 2018 Meeting **(19.27M)**

**Motion:** T. Brush

**Second:** L. Carspecken

**Abstentions:** S. Martinez

**Recusals:** None

*Approved unanimously*

I. Announcements and Discussions

*Agenda Committee*

Faculty and Staff Meetings for strategic planning – February 15, 2019 and April 26, 2019

Spring Faculty meeting – March 29, 2019

*Diversity Topic:* Dionne Danns, Associate Professor and Chair, Department of Educational Leadership and Policy Studies, and Associate Vice Provost for Institutional Diversity at Indiana University Bloomington

D. Danns informed members that in addition to being the Chair of the ELPS department, she also has a role in the University's Office of Diversity and Inclusion as the Associate Vice Provost for Institutional Diversity. John Nieto Philips is the Chief Diversity Officer. If you are doing searches, Stephanie Lee is the person you can contact in this office to get information about the hiring workshop. It is required that at least one member of a search committee attend this workshop. Any program even thinking about a search should consider sending someone to this workshop. The office also works to develop leaders, and support the retention of underrepresented faculty. Dr. Danns' job is to implement the diversity plans across the units. All but the newest Unit on campus have submitted plans. This year she will be following up with units to see what they have done for implementing their plans. There is a staff as well as a faculty diversity council that she meets with regularly. Alex Cuenca is the School of Education faculty representative. The staff diversity council is a particularly important body because they raise awareness of DEI issues within and among the staff.

Discussion:

How does your office measure the impact of their work? Right now we do not. We are in the process of developing our own plan and we anticipate bringing some sort of assessment plan to the office.

*Dean's Report*

Since our last meeting we have had the strategic planning forums, and surveys have gone out. We

are finalizing the membership of the strategic planning committee and will share that information. The strategic planning committee retreat will be on January 17 and 18. We have had a delegation from Turkey visit us and will continue to explore what a potential partnership or collaboration might look like. Arlene Benitez is helping with that. The holiday party was great. It was nice to see so many of you there. Dean Watson will be out of the office from the 18<sup>th</sup> to the 3<sup>rd</sup> of January, but will be accessible through electronic communication. The Dean opened the floor for questions. There were none.

II Old Business  
None

III New Business

*Faculty Workload Policy (19.29)*

T. Nelson Laird informed members that the Faculty and Budgetary Affairs Committee is working on a lot of policy revisions, partly due to the split with IUPUI, and partly due to a number of policies being very old. This policy is revised to focus on the discretion of the Chair to promote equitable teaching loads across faculty in the department, and removes a lot of extraneous information and practices.

Discussion:

Is it teaching loads that this policy is trying to make more equitable, or is it overall workload? T. Nelson Laird gave the example that one faculty may teach a course that enrolls 80 students, while other colleagues' courses enroll 10. The Chair may determine that this be counted as two courses. This policy does not address balancing other workload areas, such as service or research. Dean Watson noted that this policy brings up the issue of the role of Chairs. If this policy gives increased flexibility to the chairs, he is all for that. J. Shedd noted that the title of this policy appears to be misleading. This is about teaching load, not overall workload. T. Nelson Laird noted that the Chair does not have the discretion to make changes to the overall workload. Dean Watson questioned this lack of discretion on the part of the Chairs, reiterating that it is important that we recruit Chairs that want to be working with the faculty in that position. J. Damico noted that the issue we are seeing here is the drawback to looking at and revising a policy in isolation. T. Nelson Laird noted that when the Faculty Affairs Committee are given a group of policies to look at, the committee often looks at other related policies, but it is the Policy Council that sends policies to the committee to review, either in isolation or as a group. How policies are sent for review is something that the Policy Council could do differently in the future. Dean Watson reiterated the importance of the authority of the Trustees, Provost and Deans to make decisions to best serve students. Faculty policies do not change that authority, and that needs to be kept in mind. J. Shedd suggested that the Faculty Affairs committee look at all of the policies related to faculty workload together. Discussion ensued about the history behind the policies that are currently being reviewed by the FAC and that it may be useful to have another committee formed to look more holistically at policies, considering that many policies are outside the purview of the FAC.

*Friendly Amendment:* Change the title to "Teaching Load"

**Comes as a Motion from the Faculty Affairs Committee**

**Second:** M. Boots

**Abstentions:** none

**Recusals:** none

***Approved Unanimously***

*New Major: B.S. Education: Counseling and Student Services (19.30)*

J. Steinfeldt informed members that the idea was to create an undergraduate major to expand the School of Education's brand. This new major is designed to build skills that can apply to a variety of areas. J. Wong explained that the rationale for the two tracks (higher education and student affairs and counseling psychology) is that the HESA track addresses the fact that there are no undergraduate programs in HESA, yet there are a lot of positions in higher education for people with only a bachelor's degree. The counseling psychology track addresses the fact that there are a lot of people employed in the mental health and wellness industry in positions that require only a bachelor's degree. Feedback from industry partners is that it is difficult to fill these positions and that an undergraduate major in this area could be beneficial.

Discussion:

How will the undergraduate program in HESA differ from the Master's degree? Will it still make sense to get a Masters in HESA? J. Steinfeldt stated that his understanding is that the overlap does not create redundancy, rather it better prepares students for the Masters. Getting a Masters in HESA better positions students for leadership positions, while the undergraduate degree provides initial entry into the field. J. Steinfeldt noted that the CEP department has found that the minor in counseling psychology has generated more interest in the Master's degree. D. Cross Francis asked about overlap between the major and the minor. J. Damico confirmed that none of the undergraduate courses would later apply to a Masters in HESA. G. Gonzalez noted that this degree will provide nice preparation for doing the types of things he found himself doing right after college. B. Dennis noted that the three inquiry courses are new and there is interest in these classes in other programs across campus, including gender studies and sociology. There is a growing movement for public science and research that is more easily accessible to communities. We have a graduate course in action research, but nothing at the undergraduate level. Current courses in the psychology and statistics departments focus on experimental design, which is not likely to be as helpful to students as this proposed course with its emphasis on data gathering and interpreting—the types of skills people can take into their future work in or with community-based organizations. Further discussion ensued about the stats course that had a remonstrance, and whether there may be difficulties in getting this course through. Dean Watson expressed enthusiasm for the program, noting he recently spoke to a large audience of undergraduates who likely would be interested in this type of applied program. T. Brush asked about the impact this might have on the Office of Teacher Ed. J. Shedd noted that initially, she was concerned about the projected enrollment keeping in mind the number of advisors we have. The office will be able to handle the early numbers, but as enrollment grows, they may need more advisors. The advisors will be excited to work with students on programs that have a little more flexibility than the teacher education programs, which are highly prescribed by the state. D. Cross Francis noted that the change in name is a big improvement. T. Brush noted that the letters of support refer to the old name.

**Comes as a Motion from Undergraduate Studies Committee**

**Second:** G. Gonzalez

**Abstentions:** T. Brush

**Recusals:** None

***Approved Unanimously***

Meeting adjourned 2:06