

MINUTES
POLICY COUNCIL MEETING
SCHOOL OF EDUCATION
September 15, 2021
10:00 a.m. -12:00 p.m.
Zoom Online Meeting

Members Present: J. Danish; J. Kinzie; D. Rutkowski; T. O’Neal; C. Medina; D. Danns; A. Cuenca; R. Kunzman; A. Pickard; A. Saleh; D. DeSawal

Alternate Members Present:

Student Members Present: D. Miller; K. Helstrom; L. Adams

Staff Member Present: M. Boots

Dean’s Staff Present: V. Torres; C. Darnell; J. Shedd; S. Lubienski; G. Buck; S. Morrone; J. Anderson; D. Fergusson

Guests: E. Boling; C. Jones

- A. Approval of the Consent Agenda; Approval of the Minutes from April 29, 2020 Meeting (**21.72M**), Minutes from April 29, 2020 Organizational Meeting (**22.04M**) and Standing Committee Membership list (**22.02**)

Motion: M. Boots

Second: L. Saleh

Motion passed. In Favor: 12; Opposed: 0; Abstain: 0

- B. Announcements and Discussions

1. Agenda Committee

a. Welcome and Introductions (J. Danish)

Policy Council Chair, J. Danish introduced himself as Policy Council Chair, and welcomed members. Since this meeting was conducted virtually, he reminded members to unmute themselves to ask questions and or perspectives regarding meeting items. J. Danish also indicated the implementation of the Pre-Meeting Qualtrics survey. The survey will assist those presenting particular initiatives, giving presenters a chance to think through responses. This will ensue a more streamlined process for discussion.

b. Update on Policy Council member

2. *Policy Council Committee Charges (22.06)*

1. Included a mix of building on what committee’s indicated as charges in the end of year report and issues that arose in the strategic Diversity, Equity and Inclusion (DEI) plan
2. Included additional issues that the Agenda Committee felt would be valuable in the current context.

3. *Announcement of name change for the Office of Teacher Education. Office of Teacher Education will now be named the Office of Undergraduate and Teacher Education*

1. Recognizing that there are classes and majors that do not just fall under the umbrella of Teacher Education, warranted this name change. J. Danish thanked J. Anderson, J. Shedd and all involved for the continued work.

4. *Matt Boots will serve as an Ex-Officio for the Graduate Studies and Recruitment, Admissions & Financial Aid Committee*

5. *Dean’s Report (S. Morrone)*

Dean S. Morrone updated the council members of the work of the Visioning Task Force. She noted that although this falls outside of Policy Council, and not a replacement of the School of Education's mission or vision a lot of work was completed since beginning in April. Dean Morrone informed council members that the Task Force open comment period was open for three weeks. All faculty, staff and emeritus faculty were invited to comment on the report. The comment period closed at midnight on September 7th with an overall low response rate. Of the 31 responses, 7 reviewers indicated low rating of the report including concerns. 12 reviewers indicated a medium rating including things to improve on. 12 reviewers rated the report highly. Overall report ratings were mixed, which was no surprise as she shared. Dean Morrone provided council members of the timeline of the work of the Visioning Task Force. Concentrated work was conducted in April. Following the feedback, Version I of the report was shared with the Dean's Advisory Board, the School of Education Alumni Board and the Executive Leadership Team of the School of Education. The feedback from these various entities were considered as work continued throughout the summer. Version II reflected suggestions that had come from boards and leadership. Version II was the version that was presented in August. Next steps include updating the report based on the collected feedback. There is a consensus that this report will go in front of major gift donors. However, Dean Morrone recognized that most major donors will not want to read an extensive report, so the Visioning Committee is working to hire a contract writer who does work around development to create customized PowerPoint presentations for major gift donors. The goal is to have materials to present to major gift donors by early November. Dean Morrone thanked C. Bonk who chaired the committee and the individuals on the Task Force who worked throughout the summer. She then mentioned that communication would be delivered to provide an update on where the Task Force is and what is to come.

Secondly, Dean Morrone provided council members with an update to the School of Education Library renovations. She informed council members that the Learning with Teaching and Technology Committee is reviewing and updating the program statement to ensure it is aligned with the desirable outcome. Additionally, they are set to meet with the architects of the renovations on September 16, 2021. The Learning and Teaching with Technology Committee promised an updated program statement by the end of business September 15, 2021.

Briefly, Dean Morrone described the details of the program statement which includes the following items:

1. Move instructional consulting arm, including R. Myers and Graduate Students who assist to the library. Across IU campuses most consulting is taking place in the library setting. R. Myers is serving on this committee and assisting in the articulation of what this would look like if it were moved into the renovated library space. Dean Morrone reminded council members that the instructional consulting arm would remain a partnership among IU libraries.
2. Hope to greatly expand the children's literature collection
3. New Makerspace area that is different than the space that is currently upstairs
4. Quiet study areas
5. Areas for collaborative group work
6. Flexible Experimental Classroom

Additional Spatial Renovations include:

1. Opening the library by removing the stacks of books
2. Updating the furniture

Dean Morrone also informed council members that the Dean's Advisory Board urged the committee to not build walls, but rather to do so with glass to maintain an open space. Dean Morrone stated the established collaborative partnership between the Interim Dean of the IU libraries, Dianne Dallas has assisted in moving this project forward. Lastly Dean Morrone reiterated that the program statement will be provided to the architects September 16, 2021. Although the program statement is pending

approval, progress has been made. The initiative is in a place to begin looking at plans pending approval from Vice President Morrison.

Discussion:

R. Kunzman asked Dean Morrone if the stacks are taken down or removed where would the book be located? Dean Morrone responded that not all the books will go away. There are research collections, mostly bound journals that will be transferred to the Auxiliary Library Facility (ALF), which provides ordered literature quite quickly. Dean Morrone recognized the work needed to decipher what are student and faculty wants and needs relating to the literature housed in the library. Dean Morrone referred to Christina Jones, the School of Education librarian who agreed with Dean Morrone's statements. Dean Morrone also clarified there are additional ways to include literature throughout library space, like incorporating it into furniture concepts and soft seating.

J. Danish thanked Dean Morrone for her report and noted that those who had concerns surrounding the vision task force had misunderstood the full scope of the exercise in providing feedback. J. Danish referred to the Charges to the Committees document (22.06) and highlighted that a charge of the Long-Range Planning Committee is to review and update the Long-Range Plan. It is envisioned that the Long-Range Planning committee will go through the process of surveying faculty, checking in with stakeholders, etc. J. Danish informed council members that there will be a lot more faculty voice in the process. If the Long-Range Plan and the accompanied vision leads to shifts in directions, then we can always revisit what kinds of stories we're bringing to donors in the future.

A. Cuenca asked in the Zoom chat is the are plans to build any kinds of long-term financial support for ETS to support technological renovations. Dean Morrone responded that initiatives such as the library renovation should have life-cycle funding. This will eliminate the scenario of housing dated equipment without establishing a schedule for replacement in a timely fashion. There are also partnerships with UITS and the libraries, where they contribute funding for technology currently, as the space exits today. This partnership will continue to ensure that the renovated library continues to remain up to date with technology. The experimental space will be of great interest to some of our donors. One donor in particular who serves on the Dean's Advisory Board is very interested in technology and might be interested in funding higher end technology equipment that may not be permanent due to it serving an experimental space. T. O'Neal asked about adaptive books for special education. Dean Morrone responded to the question stating that physical books could be included in the children's literature collection, but also available digitally. Dean Morrone recognized that additional advice from T. O'Neal will be needed and that follow up will take place.

6. *Diversity Reflection*

J. Danish presented the new format of the Diversity Reflection portion of Policy Council meetings. This meeting focused on a general discussion of how committees are reviewing policies with an eye for DEI issues, following the DEI strategic plan. J. Danish further explained that this reflection can serve as an area for individuals to learn how folks can and are going about doing this work. J. Danish referred to the input of S. Lubienski, as the Graduate Studies has been reviewing policies for DEI issues in robust ways. S. Lubienski gladly shared the reviewing processes of Graduate Studies. She shared that the initial step included drafting the audit plan and receiving feedback from the committee. The next step was splitting up around 50 policies to review. The policies were categorized into groups to assist in sorting which policies needed more discussion. After the review, majority of the policies stand as they are. S. Lubienski called on committee member D. DeSawal to add her input. D. DeSawal shared that a significant amount of time was spent on this analysis, establishing the structure for review and reflect on what should be reviewed. D. DeSawal also stated that the committee discussed the differences between what the policy stated versus how policies can be more transparent in articulating the processes of the policy. The committee had to decipher if the policy itself problematic or were the processes or lack thereof a problem. D.

DeSawal mentioned that the committee discussed the lack of transparency in how faculty and students interact with policies. M. Boots agreed with the notes shared by D. DeSawal and stated that majority of the committee's charge included making things more equitable, so all stakeholders had a general understanding. The goal was to at least have policies that were reflective, ensuring students weren't left out and overall providing clearer policies.

Discussion:

E. Boling stated that the Faculty and Budgetary Affairs Committee (FABA) had a number of things that interrupted the work of reviewing policies during the pandemic. Currently FABA is in the midst of reviewing policies with a less systematic approach. However, a mandate has been established for reviewers that DEI review should be something that is accounted for. Similarly to the Graduate Studies committee reviewers highlighted areas where policies and procedures lacked clarity on who is supposed to do what, and who has to be involved. E. Boling did ask if the Diversity Committee could review policies prior to being presented at Policy Council meetings.

C. Darnell asked for clarification on committee and council involvement. J. Danish responded that each committee has been charged to review related policies and under the committee's purview. This initiative aligns with the overarching goal to review all policies with respect to the DEI strategic plan. Each committee would review the policies related to the committee's work using a DEI lens. The deadline to complete this charge is by the end of this current academic year. Each committee should be aware of the policies that are up for review and currently engaged in the review process. C. Darnell asked if the Policy Council informed each committee what policies fall under each area. J. Danish called on M. Jensen and V. Torres to answer the question. M. Jensen responded that the DEI policies were added to the charges of each committee which were distributed to either the committee chairs or the ex-officios. Executive Associate Dean V. Torres clarified that what C. Darnell is asking may be slightly different. V. Torres explains that each committee charge has what areas the committee is in charge of, and then the policies under those areas. C. Darnell further clarified that this information was previously provided to committees, in which V. Torres responded yes. J. Danish directed C. Darnell to look at the current Canvas folder, as the committee charges do specify those. J. Danish shared their screen to show the current charges of the FABA committee including the policies up for review. C. Darnell ensured that each committee has at least one charge similar to the FABA committee example J. Danish supplied. E. Boling clarified that this is the same distribution when IU and IUPUI was going through the separation and committees were tasked to review policies removing language that related to IUPUI. M. Boots agreed with E. Boling and noted that DEI reviews were paused to remove necessary language relating to IUPUI.

V. Torres included her perspective since she serves as ex-officio for several committees. She clarified that the FABA list of policies was created to track what had yet to be reviewed. C. Darnell responded to the remarks and reiterated what council members said, that every policy has an associated committee, which will be under committee review. The committees will then submit their changes to the larger Policy Council if adaptations have been made. J. Danish agreed and included the format that Graduate Studies Committee followed. This format included the need to notify the Policy Council if there is any official change to policy language or policy statements or practices. J. Danish informed council members that he doesn't believe there is a current mechanism in place that requires committees to collect their work outside of the annual report. However, it does sound valuable to have committees collect their work and send their reviews of policies to the Office of Diversity Equity and Inclusion. C. Darnell added that if the council is making progress towards equity on the policy level then he would like to keep record of that.

E. Boling asked for clarification regarding the format, if committees were required to submit the same type of documentation that comes to the Policy Council, a document with track changes or

listing what has been changed. She was not sure if all committees are following the same processes for tracking their work.

C. Darnell responded that he isn't aware of how specific the process should be. However, he provides an example of gendered language used in policies. He stated that he would appreciate if committees could track those major changes relating to DEI issues. He also clarified that he does not need each committee to send this documentation, rather he would like committees to submit their changes to the Policy Council and then the Policy Council send his office one set of changes.

E. Boling noted that these reports will most likely come at different times to Policy Council and include track changes that will then be uploaded to the Canvas site. V. Torres added the suggestion that committees should refer to the format and report submitted by the Graduate Studies Committee. J. Danish agreed with V. Torres and reiterated that the Policy Council is requesting that every committee produce a similar yet appropriate summary to share with the Policy Council. This documentation will then be shared with the Office of Diversity Equity and Inclusion.

S. Lubienski added that the document provided by the Graduate Studies Committee also includes the initial work of the committee, including the codes that were used. J. Danish ensured council members that the document available in Canvas will include all of the necessary information provided by the Graduate Studies Committee. J. Danish asked council members if there were any additional thoughts or feedback on how committee's should be engaging in this process. C. Darnell urged committee and Policy Council members to lean in the direction of radical inclusivity when reviewing the policies. J. Danish also asked how members who are not from underrepresented backgrounds being mindful when reviewing policies for DEI issues. E. Boling stated that individuals are doing their best. D. Miller asked are there ways student voices and experiences are being communicated around the review of these policies aside from the one representative that may or may not be present at the time of the discussion. E. Boling stated that the Faculty Affairs committee is asking different student representatives to ensure for student input. S. Lubienski stated that the student representatives of the Graduate Studies Committee provide valuable and consistent feedback regarding issues. However, students were not asked to participate in the review of policies as it was a time intensive initiative. S. Lubienski also shared her perspectives regarding the overall policy review. She stated that the policies were plainer than expected, not having as many stand-out DEI issues. In response to S. Lubienski's thoughts C. Darnell challenged policy council members to think about how policies align with a colorblind approach and if committee members are considering colorblindness. C. Darnell also shared his reflections regarding student involvement, sharing that whether students participate or not the option to participate should be available. E. Boling questioned if there is any way to invite student to get interest in reviewing policies. D. Miller reminded Policy Council members that not all policies have to consider students but majority of policies impacts students and experiences. E. Boling responded that there is a need to draw the line between how might policies about faculty influence students. D. Danna suggested that the Policy Council should start with policies that directly impact students, as there are various ways to consider student voice. During the final portion of the discussion, V. Torres asked if the Policy Council can intentionally communicate with committees. J. Danish, agreed and asked M. Jensen to place the item on discussion for the Agenda Committee.

C. Old Business - None

D. New Business

Policy Council Chair J. Danish transitioned the meeting to focus on new Policy Council business. Based on questionnaire comments, presenters will be invited to talk about the proposal on the floor, but if no Policy Council members expressed questions or concerns in the questionnaire, we will go right to a vote. Again, at any time, members can ask for a discussion.

1. Change to the Elementary Education program (22.07) – Presented by J. Shedd

This proposal adds seven undergraduate minors to the degree requirements of the Elementary Education program. Minors include:

- African American and African Diaspora Studies
- Asian American Studies
- East Asian Languages and Cultures
- East Asian Studies
- Latin American and Caribbean Studies
- Latino Studies
- Native American and Indigenous Studies

The listed minors deepen and expand candidate knowledge in the license area of Historical Perspectives if not also Geographical Perspectives and Government & Citizenship.

Motion from Committee on Teacher Education

Second: A. Cuenca

R. Kunzman asked the involvement of social studies faculty in the proposal and whether faculty have seen and endorsed the proposal. J. Shedd informed council members that the proposal was shared with the group upon initial request. The proposal was shared with social studies faculty, particularly A. Cuenca, a member of Committee on Teacher Education.

E. Boling asked where is the expertise being drawn to teach these minors? J. Shedd responded that the proposal is referring to minors that are officially approved and exist on the Bloomington campus within respective departments. The minors and courses were not created by the department or committee.

L. Adams asked for clarification if these proposed minors would be in place of the already established certification. J. Shedd stated that this proposal is only for the Elementary Education program. She stated that elementary candidates should have an area of concentration, which covers the content in the elementary schools and or an academic minor that fit the 120 credit hour maximum. Additionally J. Shedd stated secondary candidates can always add an academic minor and that's there's no restriction to doing that. L. Adams then asked if in the future the minors could extend to focus on South, Central, and Western Asian studies as the proposed minors seem to focus primarily on Eastern studies. J. Shedd agreed and stated that it will definitely be considered for the future.

Motion passed unanimously. In Favor: 13; Opposed: 0; Abstain: 0; Recusals: 0

2. IUB SoE Internal Process for Online Collaborative Program Development and Approval (22.08) - presented by S. Lubienski

Motion from Grad Studies Committee

Second: D. DeSawal

D. Danna asked if Policy Council has any approval over the OCAP process. S. Lubienski clarified that this is the internal process so yes, the Policy Council will have approval over the process. J. Danish highlighted that one of the committee charges is to help educate faculty more broadly on the OCAP process. E. Boling asked for a summary of the OCAP process, which S. Lubienski provided. A. Pickard asked if the proposed changes apply to existing online programs. S. Lubienski clarified this is for creating a new program, including new online programs and that OCAP does not want to be involved with certificate programs or existing programs.

Motion passed unanimously. In Favor: 12; Opposed: 0; Abstain: 0

**Motion to adjourn: M. Boots
Second: L. Saleh
Meeting adjourned at 11:16 AM**