

Committee Charges 2020-2021

Committee	Charge
Diversity	<ul style="list-style-type: none"> • Determine role of committee in diversity plan implementation • Determine relationship between committee and Office of DEI and responsibilities of each • Identify a process or criteria to educate and enhance the faculty (such as find and compensate experts capable of sensitivity reads (e.g., sabbatical policies, dossiers, merit reviews, etc.)) • Develop policies establishing a schoolwide accountability framework for DEI initiatives (Target 1 of diversity plan) by March 2021. Include specific milestones and timelines. • Propose a change in DEI / Committee structures to better integrate DEI concerns into all committee discussions. Charge in second PC meeting of 2020-2021. (From diversity plan) • Create a faculty DEI Ambassador Program. (From diversity plan) • Develop a set of statements related to DEI, which faculty and school leaders can draw upon for different purposes. • (From diversity plan) • Organize and facilitate TeachEducateAct (TEA) Talks to create ongoing opportunities for faculty, staff, and students to engage in courageous and risk-taking conversations about DEI. (From diversity plan) • Develop a search “toolkit” of comprehensive guidelines for faculty searches and a tool kit to explore creative options to attract faculty of color.
Committee on Teacher Education	<ul style="list-style-type: none"> • Further develop week long AI orientation • Make recommendations by first improving how CTE uses annual reports (<i>Student Teaching Report</i> and <i>Post-Graduate Survey Report</i>) and interacts with program coordinators to continue program improvements. These efforts will be reciprocal with the continued <i>Teacher Education Convenings</i> (see below), and program evaluation mechanisms will be embedded in the outcomes of these efforts. • Develop <i>Teacher Education Convenings</i> -work sessions for program coordinators to solidify course and program objectives and implement mechanisms for continuous collaboration within and across blocks. Evaluative mechanisms will be developed to ensure objectives are incorporated and built upon in our professional education blocks • <i>Early Field Experience Coordinator Meetings</i> • CTE will connect the outcome from this group to work of the <i>Teacher Education Convenings</i>, including how to build bridges between courses, blocks, and field experiences with specific focus on these identified outcomes • Finish Professional Dispositions Measures and incorporate into the TEP
Graduate Studies Committee	<ul style="list-style-type: none"> • Evaluate the possibility for adapting new structures or policies so the GSC can be more forward thinking instead of a reviewing role • Refine and scale up the annual review process for graduate students with respect the diversity, equity, and inclusion principles.

	<ul style="list-style-type: none"> Consider how this committee could or could not be combined with the undergraduate curriculum committee.
Faculty & Budgetary Affairs	<ul style="list-style-type: none"> The committee will complete their work on developing criteria for promotion from senior lecturer to teaching professor. The committee will complete merging clinical appointment policies. This includes the following policies: 00.21R; 02.34; 05.14R; 05.38; 11.22R; 99.18R FAC will continue to review faculty related policies at all levels and make recommendations for revision, with a special focus on updating language, alignment with current practice, and priorities regarding diversity, equity, and inclusion. This includes the following policies: 03.28R; 09.48; 07.28; 13.33; 83.34; 17.26R; 05.45; 11.53R Help Dean's office put system in place to review faculty salaries on a three-year cycle. Professor salaries were reviewed in 2017-18, and associate faculty salaries were reviewed in 2018-20. Non-tenure-track faculty group salaries should be reviewed along with one of the groups specified above. Review sabbatical applications How to review the policies and see unintended negative consequences of equity/diversity/inclusion Discuss what to do when course evaluations cannot be used for merit review and P&T. Include section on percentage of non-tenure track faculty from 99.18R to policy 17.26R, the ratio of courses taught policy
Faculty Development	<ul style="list-style-type: none"> Evaluate the TT award criteria and consider if awarded faculty members could be nominated every 3rd year instead of every other year to the TT award so as to award more diverse and varied faculty across years. Implement the steps to improve the SOE website for faculty development and have an internal venue to locate all the sources needed Possibility of merging this committee into Faculty Affairs Committee Ways to ensure faculty development, retention, and success while addressing increasing enrollment concerns. Evaluate whether actions should be taken to foster successful implementation of the Mentoring Policy (i.e., Will a luncheon be hosted again? Will mentors/mentees be recognized at the Celebration of Teaching?). Identify whether we need a new policy where each unit shares its DEI plans and updates them along with milestones annually. And if so, to craft it. Goal: Charge in first PC meeting of 2020-2021 year. (From diversity plan) Work with the Office of DEI to build informal social networks utilizing lunches and/or gatherings with rotating subgroups of faculty (e.g., faculty of color luncheon, women's luncheon). (From diversity plan) Develop and provide annual professional development for faculty focused on DEI. Collect participant surveys (From diversity plan) Develop a structured mentoring program, which includes giving attention to concerns specific to faculty of color. (From diversity plan)
Technology	<ul style="list-style-type: none"> Find new ways to motivate expanded use of technology in the SOE, for example, by modifying the LTT Technology Challenge Grants program

	<ul style="list-style-type: none"> Investigate specific ways to engage diverse groups of students with online and technology tools
Long Range Planning	<ul style="list-style-type: none"> Update long-range plan Integrate the externally commissioned 3 year strategic plan with the long range strategic plan Revisit agenda for retreat Recommend a new Policy Council committee structure based on the Report of Ad-hoc Committee on School of Education Committee Structure (20.45) and make relevant revisions to the School of Education's constitution, with these revisions to be shared and discussed at the Fall 2020 all faculty meeting and subsequently voted on by the School of Education faculty, assuring that all processes for changing the SoE's constitutions are followed (e.g., ascertaining feedback from the faculty, etc.).
Promotion & Tenure	<ul style="list-style-type: none"> Need for a clearer delineation between committee roles in deliberating the merits of each case and writing reports on its recommendations
Research & Development	<ul style="list-style-type: none"> Continue to develop and improve the calls for all awards overseen by the RD&I. Focus on ways to increase external funding applications by SOE faculty
Undergrad Scholarship	<ul style="list-style-type: none"> Review and revise both scholarship applications and rubric for reviewing applications Combine the General and Global Gateway scholarship applications into one data management system Update data management system to include required eligibility criteria for each scholarship
Undergrad. Studies	<ul style="list-style-type: none"> None
International Programs	<ul style="list-style-type: none"> None