

MINUTES
POLICY COUNCIL
SCHOOL OF EDUCATION
September 24, 2008
1:00 P.M.
School of Education
IUB Room 2140
IUPUI Room 3138E

****The following are summaries of speaker contributions****

Member Present: B. Bull, C. Chapman, B. Dennis, S. Eckes, F. Pawan, F. Robison, P. Sutton, C. Thompson **Alternates Present:** J. Anderson, R. Skiba **Dean's Staff Present:** D. Hossler, B. Sherwood **Student Representative:** Paula Lahann, Kristina Moyer **Visitors:** Larry Mikulecky, Tim Niggle, Charles Railsback

I. Approval of the Minutes from April 30th, 2008 Meeting ([08.28M](#))

The motion to accept the minutes was unanimously approved.

II. Announcements and Discussion

a. Dean's Report

Dean Gonzalez reported on the new faculty who were appointed this semester. We are fortunate to welcome twenty-three new faculty members on both campuses. It is the largest number of new faculty recruited in any single year, at least during this decade. They represent scholars from around the world. One new scholar is from South Africa, who will be joining the department of special education. It is also one of the most representative groups that we've had. Eight of the new faculty members recruited are from minority groups- three are African American men, one African American woman, two Hispanic women, and two Asian women. The women represent sixty-five percent of new hires, and the eight members of the minority group represent thirty-five percent of the new hires. The tenure earning faculty is forty-four percent minority in the School of Education in Bloomington.

President McRobbie has announced a new university wide initiative that promotes diversity. We should discuss how the school might respond to that new initiative. Also, this might be an opportune moment to discuss how, over time, we might improve the number of full professors who are also members of minority groups. In terms of looking at the number of junior faculty professors who become full professors, we are doing very well. I am pleased to say that among faculty hired since the strategic plan was adopted in 2002, one-hundred percent of the faculty of color who

have come up for promotion have been successful. We need to continue to be vigilant on this issue, but we have a lot to be proud of.

In regards to enrollment, the student enrollment has declined. This began in 2003. In part, this was welcome news because we grew too fast during the early part of the decade. There was a purposeful effort to not continue growing at the same rate. Policies were adopted by the Teachers' Education Committee and various other programs limiting enrollment, which had a desirable effect on enrollment. Now, teacher education enrollments have decreased to the point where we really cannot afford to continue the downward trends. Nationally, teacher enrollment is down as well. In Bloomington, the admission requirements have been raised to a level where it may be impacting enrollment in the School of Education. We have to start thinking about what we need to do to recruit more high ability students, students of color, and in high need areas. We need to put in a plan to stabilize decreasing enrollment. We anticipate that this fall there will be a decrease from last fall. It is not a crisis, but it is something that we need to watch carefully. At the graduate level, enrollments are stable. I am pleased to report that thirty-three percent of our graduate students are either minority or international students. If you take out international students, minority enrollment is 18.2 percent. At the undergraduate level, international and minority students make up 7.1%. If you take international students out of the equation, we have 6.4 % of undergraduates as minorities. We should be aware of and continue to work on increasing these percentages. I am hopeful that the initiative President McRobbie has announced will generate some recruitment and retention ideas that we can implement.

The School of Education will be celebrating its centennial, from 1908 to 2008. On November 16-17, we will be having a symposium. President McRobbie and other dignitaries will attend. We hope to dedicate a new distance education studio, which is currently under renovation. There will be future announcements that will give further details about these events.

Overall, we are off to an excellent start though we'll need to continue watching our enrollments. I suspect this will be another exciting year in the School of Education. I just want to welcome everyone to the first policy council meeting.

b. Agenda Committee

Core campus retreat scheduled for October 17th at Bradford Woods. Fall faculty meeting on November 14th, specific details will be announced at a later date.

III. Old Business

Continuation of Diversity discussion from last year. Diversity should be a standing issue. Hiring at the junior level has yielded some success. One option to improve diversity may be to use the Diversity and Equity grant. Money is earmarked so that faculty can research and produce results that could create equity within the School on a number of different levels.

Those who are awarded those grants should present their ideas or updates about what is going on with their projects. . It is a good way to bring to bear what the literature tells us about diversification.

This discussion transitioned to the President's Initiative. The due date for proposals is October 24th. We might consider pursuing two avenues to give ourselves a better chance of success. The Diversity Committee could look into something that will yield high visibility, such as a Teach Indiana Center. We might also look at collaborating with departments across campus to concentrate on the same issue. The main focus should be on diversity in the teaching ranks.

A motion was called by Barry Bull: the diversity committee is in charge to work with the dean for developing plans to respond to the initiative. It was also noted that this initiative was targeted to the Bloomington campus only. There might be a call from the IUPUI campus for a different procedure for applying for funding.

The motion was unanimously passed.

IV. New Business

Kristina Moyer, undergraduate student in the School of Education, introduced by Dean Gonzalez to the Policy Council.

Requests from 2008 Nominations and Elections Committee for Policy Council election to be electronic in 2009. The reasoning behind this is to simplify the process. It is perfectly consistent to what has been done in the past. It does require two votes from the Policy Council; one vote during this meeting, and another during the next meeting. ([09.06](#))

Barry Bull proposed a motion to accept the suggestion of the Elections Committee to move the elections to an electronic format. It was second by Suzanne Eckes. The motion is unanimously passed.

Larry Mikulecky made a presentation about the Secondary Level I Reading Addition to Secondary Certificate. Larry is seeking approval of Columns three (Undergraduate Level One *Reading Addition to License Secondary*) and four (Graduate Level One *Reading Addition to License*)

Secondary). The two columns were added because they allow students to teach reading at the middle/secondary school level. (09.08)

A motion to approve the addition of columns III and IV of the Rules 2002 Reading Licenses is called. The motion is unanimously approved.

Long Range Planning is contemplating the creation of a task force to investigate technology use in the school. Peg Sutton proposes that the task force identifies our need for ongoing support and to ask the question whether Policy Council needs a standing committee. Barbara Dennis proposed that the Agenda Committee articulate the specific tasks expected of task force members. Dean Gonzalez commented that distance education is one example where technology may help. (09.09)

Motion to propose the creation of a task force that will, among other things, identify our need for ongoing support and to ask the question whether Policy Council needs a standing committee.

Motion was sent back to the Agenda Committee for further consideration.

Presentation by Dr. Railsback. Secondary License addition in theater and drama will help the cause of theater education in secondary schools. This is to help assist theater and drama in becoming a permanent piece of the K-12 education scheme. This license addition is available to both undergraduate and graduate students. It also includes non-western theater. (09.07)

Motion to take the friendly amendment route, T-468 and “other courses that would focus on diversity.” Motion is unanimously passed.

Final matter of concern is that Promotion and Tenure committee is comprised solely of white faculty. There are only two eligible full professors of color in the School of Education at the core campus. The main concern is about representation on a committee that makes important decisions on the “fitness” of faculty and that essentially is a gatekeeper. The two professors of color were unable to serve on the committee. We should identify a process that would ensure that we could increase our likelihood of having a more racially/ethnically diverse Promotion and Tenure Committee.

The meeting was adjourned by Chalmer Thompson at 3:10 pm.