

MINUTES
POLICY COUNCIL
SCHOOL OF EDUCATION
January 30, 2013
1:00-3:00 p.m.
IUB – Room 2140
IUPUI – Room 3138E

What follows is a summary of speaker contributions

Members Present: D. Cross, J. Cummings, J. Damico, D. DeSawal, S. Eckes, E. Galindo, N. Flowers, K. King Thorius, C. Morton, D. Winikates **Alternate Members Present:** Y. Cho, D. Danna **Student Members Present:** O. Hopf, M. Remstad **Dean's Staff Present:** J. Alexander, E. Boling, G. Gonzalez, R. Kunzman, P. Rogan, R. Sherwood **Visitors Present:** B. Berghoff, J. Blackwell, T. Brush, S. Power-Carter

I. Approval of the Minutes from December 12, 2012 Meeting (13.34M)

D. Cross moved to approve the minutes as presented, and D. DeSawal seconded. The minutes were approved unanimously.

II. Dean's Report

G. Gonzalez discussed an initiative on the Bloomington campus to undertake a study of faculty productivity with Academic Analytics. This service aggregates publicly accessible data regarding number of publications, citations, grants, awards, etc. The data are broken down in a number of ways, including by program and department. Their data allow universities to compare this information both internally and with data from other institutions.

The School of Education was recently asked to confirm a list of all tenure-track faculty and research scientists to verify alignment with the official record in the school. Only a limited turnaround time was given, and there were problems with alignment between their record and program/degree affiliation for each faculty member. These issues are being resolved with the Office of Academic Affairs. The study is driven by the Trustees' interest in generating measures of academic productivity. This interest supports the current emphasis on systematic program reviews.

J. Alexander said that this study with Academic Analytics is only taking place in Bloomington at this time. The intention is not to create rankings but to provide comparative feedback. Departments can weigh scholarly contributions differently based on program-specific needs; for example, books can be given more weight than journal articles. This is a private company which contracts with universities to offer this service.

G. Gonzalez provided updates on the current State General Assembly session. During budget discussions, public comments so far indicate a strong interest in channeling more resources into K-12 education, which was cut severely during the recession. Further investment in higher education is also being explored. Some observers are skeptical because the amounts do not approach the amount of money previously cut, but this session may be the first time we will see an increase in state appropriations for education in several years.

Several committees have discussed or passed bills of concern to educators. The House Education Committee passed HB 1357, which eliminates the requirement that superintendents have a superintendent license or teaching experience. G. Gonzalez referred to a critical column by Dan Carpenter in the Indianapolis Star published that morning, who argued that this legislation would lower standards for education. Another bill under consideration (HB 1251) would remove the requirement that at least four members of the State Board of Education hold teaching licenses and be employed by Indiana school corporations. The bill would also eliminate the requirement that no more than six members of the board be from the same political party. The governor could appoint non-educators from the same political party to all ten positions. In addition, a bill has been introduced that would withdraw Indiana from the Core Standards, which have been framed by its opponents as a federal intrusion. Many other bills have been introduced relevant to education, and some of them may never make it past committee. Overall, the impact of many recently introduced education bills would be to minimize the role of educators in policy determinations and undermine the role of the new Superintendent of Public Instruction. Concerned parties should keep abreast of these developments and express their opinions as appropriate.

III. Diversity Topic

S. Power-Carter, Director of the Neal-Marshall Black Culture Center, presented the diversity topic. She discussed the Center's activities and goals. Its mission focuses on academic excellence, recruitment, retention, and community building. The Center sponsors many social activities, cultural activities, and community events. Staff are available to give tours to prospective students and provide advising to help students successfully make the transition to college. The Center is currently working on ways to build connectedness using online resources.

The Center and the School of Education sponsor the African-American Read-In. About 150 high school students attend and read about African-American experience, followed by a college panel intended to give students the opportunity to ask questions. S. Power-Carter initiated this annual event 11 years ago.

IV. New Business

J. Blackwell requested that the agenda be modified to present the IUPUI Faculty and Budgetary Affairs items in a more logical order.

a. IUPUI Non-Tenure-Track Faculty Voting Proposal (13.39)

J. Blackwell presented background information on this proposal to change the 99.18 School of Education policy regarding voting on committees by clinical faculty. The document as presented to Policy Council was the result of a great deal of deliberation and comes as an urgent request because the faculty annual review committees need to begin their evaluations to meet campus deadlines. The Faculty and Budgetary Affairs committee researched past policies, current IUPUI and university policy, and practices of other schools at IUPUI. In discussions between IUB's and IUPUI's FABA committees, the main area of disagreement centered on the percentage of non-tenure-track faculty permitted to vote on the committees affected by the changes. A 70/30 number was discussed, but IUPUI FABA is asking for a vote on 60/40.

J. Alexander and G. Gonzalez discussed the history of the 99.18 document and subsequent changes in IUB, IUPUI, and university policy. 99.18 restricts non-tenure-track faculty from voting on review committees, search committees, and faculty affairs committees. Both FABA committees agreed that portions of this document do not seem consistent with the current procedures and the Policy Council constitution; for example, 4 of the 12 voting faculty members on Policy Council may be clinical faculty. At the time 99.18 was adopted, the School of Education followed IUB policy in restricting the composition of the faculty to 80% tenure-track. Since that time, university policy places no restrictions on the composition of the faculty but mandates a 60% tenure-track requirement for voting on committees. The question at hand today was not the composition of the faculty overall but rather voting privileges on committees. The IUB FABA was generally in agreement that clinical faculty should vote in more capacities than specified by 99.18 but disagreed on the committee voting percentage.

A lengthy discussion ensued regarding this proposal. Major topics of discussion included the following:

- There is a need to seek input from the faculty and further discuss the School of Education's 80/20 composition policy, which is a separate issue from voting privileges on committees. About 60% of IUPUI School of Education faculty are tenure-track, while the figure for IUB is 90%. The School of Education at IUB is unusual in its high percentage of tenure-track faculty compared to other units in Bloomington.
- The document could benefit from clarification on non-tenure-track faculty

participation on annual review committees. It was the intention that non-tenure-track faculty could participate on annual review committees, including those for tenure-track faculty. It was noted that these committees are advisory in nature. Concerns were raised regarding this specific proposal.

- The term “program chairperson” was discussed, as this role functions differently at IUPUI than at IUB. IUPUI currently has clinical faculty serving in this role but plans to transition away from this practice.

D. DeSawal proposed a friendly amendment to provide clarification in the document without making substantive changes. In paragraph 1, *participate* should be replaced with *vote*. The phrase *non-tenure track promotions* and the parenthesis *including tenure track faculty* should be removed in paragraph 2. The phrase *and non-tenure track promotions* should be added following *annual review committees*. The friendly amendment was accepted. As amended, the document reads:

1. Non-tenure track faculty are not eligible to be program chairpersons, associate dean, or dean. They cannot vote in promotion and tenure decisions, including third year reviews, for tenure-track faculty.

2. Non-tenure-track faculty (excluding visiting faculty) are eligible to participate and vote on faculty affairs committees, search committees, annual review committees, and non-tenure-track promotions as long as the constitution of the committee is at least 60% tenured/tenure-track faculty.

A vote was taken on the amended document, effective for IUPUI alone. *Outcome:* Passed with 7 in favor, 3 opposed, and 4 abstentions.

b. IUPUI Proposal for Annual Faculty Review (13.38)

J. Blackwell explained proposed changes to the faculty annual review policy at IUPUI. Most significantly, the document defines the composition of the annual review committee as three tenure-track faculty and two non-tenure track faculty at the doctoral level. The committee is asking for approval of the first three pages of the document. The appendices are supplemental material and still under discussion.

Questions were asked regarding the committee composition requirement given the results of the previous vote and the composition of the faculty overall. It was noted that IUPUI is moving toward increasing its percentage of tenure-track faculty. Various alternatives were proposed to the presented language which account for potential changes in the composition of the faculty. A friendly amendment was proposed to replace the two non-

tenure-track faculty requirement with “at least one full-time non-tenure-track faculty at the doctoral level with a long-term contract.” In addition, several minor changes were proposed. The abbreviation “ADRAA” should be written instead as “Associate Dean for Research and Academic Affairs.” References to Appendix A should be removed. Finally, on p. 3 of the document, the research criterion for a Meritorious rating should be revised to specify that it only applies to “research active tenure and tenure-track faculty.”

A vote was taken on the amended document. *Outcome:* Passed unanimously.

c. IUPUI Proposal for Allocation of Faculty Time (13.36)

J. Blackwell explained how this proposal was made to better specify and account for the role of non-tenure track faculty. The policy had been shared with the IUPUI Dean of Faculties, who had no objections. Each school is responsible for determining its own workload policies.

A minor correction was noted; the second sentence should only state “IUB’s current practice is a 3-3 load” (the first part of the sentence should be removed).

A vote was taken on the corrected document. *Outcome:* Passed unanimously.

d. IUPUI Proposal for University Teaching by Graduate Students (13.37)

J. Blackwell explained that this proposal allows doctoral students to co-teach courses.

There were no questions or comments. *Outcome:* Passed unanimously.

e. Discontinue M.A.T. in Social Studies (13.40)

E. Boling discussed this proposal to eliminate a redundant degree. The M.A.T. in Social Studies is the only degree owned by the University Graduate School but administered by the School of Education. This introduces unnecessary complexity, and no compelling reason exists for students to major in this program.

There were no questions or comments. A vote was taken on the original motion from the Graduate Studies Committee. *Outcome:* Passed with three abstentions.

f. IUPUI Proposed Change for Masters in Education (Technology Focus) to Masters in Elementary Education with Focus on Technology and Masters in Secondary Education with Focus on Technology (13.41)

B. Berghoff discussed this proposal to replace single advising sheets with two separate Elementary and Secondary Education advising sheets, each with a focus in technology.

G. Gonzalez asked why these advising sheets are identical. It was explained that the technology courses are identical, and approval of these sheets will allow IUPUI to request a technology subplan that will appear on students' transcripts. These do not represent separate degrees but an additional subplan in technology. Plans for an online program can move forward once these changes to the residential program advising sheets are in place.

A vote was taken on the original motion from the Graduate Studies Committee.

Outcome: Passed unanimously.

g. Proposal for Doctoral Minor in Adult Education (13.42)

T. Brush presented this proposal for a 12 credit online minor which consists of courses that have all already been offered in Adult Education. Any doctoral student in the School of Education may consider this minor.

P. Rogan asked about the current reliance on emeriti faculty and lecturers. T. Brush explained that the emeriti faculty are available as minor advisors, and J. Alexander said that the Adult Education program will have more tenure-track faculty in the future.

A vote was taken on the original motion from the Graduate Studies Committee.

Outcome: Passed with one abstention.

h. Proposal from CoTE regarding Degree Closure Strategy (13.43)

R. Kunzman discussed the ICHE's request that schools discontinue low enrollment degrees. The IUB Committee on Teacher Education proposes eliminating the Kindergarten / Primary Education degree, which is no longer used. In addition, several content areas will be consolidated into the Secondary Education degree, and a new degree in World Languages will be created. The new degree proposal is forthcoming. Total enrollment in these consolidated degrees will allow for continuation of the programs.

A vote was taken on the original motion from the IUB Committee on Teacher Education.

Outcome: Passed unanimously.

** The meeting adjourned at 3:10 p.m. **