

COLLEGE OF EDUCATION COUNCIL
October 24, 2022
12:00-1:30 pm



CALL TO ORDER

Attendance: Kristina Falbe (Chair), Andy Goveia (Lab Schools), Rudo Tsemunhu, Rochelle Borden (Student), Rudo Tsemunhu (EAF), Kate Peebles (SED), Gavin Weiser (EAF), Amanda Quesenberry (TCH), Jeongae Kang (SED), Christie Angleton (TCH), Kristi Sutter (Lab Schools), Erin Quast (TCH), Sarah Ballard (SED), Kim Fisher (SED),

Not in Attendance: Dean Francis Godwyll, Robby Anggriawan (Student), Diane Dean (EAF)

Guests: Stacy Jones Bauch, Robyn Seglem

1. ADOPTION OF THE AGENDA

- Motion to Adopt: Amanda Quesenberry
- 2nd: Jeongae Kim
- KFalbe: Motion passes and agenda approved

2. APPROVAL OF THE MINUTES FROM THE SEPTEMBER 2022 MEETING

KFalbe - I asked Kristi to add to the minutes as an appendix the vote that was distributed in the email. The results from our vote on September 30th about the bylaws ended in the following:

1. Option 1 or Option 2
 - a. Option 1 (Send the revisions to the rules committee as they are today. Continue the conversations about adding staff and submit an amendment at a later date).
-11 voted in favor
 - b. Option 2 (Wait. Send revisions after we have discussed and voted on adding Staff to Council).
-0 voted in favor
2. Agree to the changes (including editorial changes) to the bylaws, as they are attached to this email.
 - a. In Favor -10 votes
 - b. Opposed-1 vote

- KFalbe: Minutes approved as distributed.

5. INFORMATION ITEMS

- Bylaws Process
 - KFalbe: I sent an update in the email for the agenda, but I just wanted to let you all know that we have submitted the bylaws that were agreed upon and voted on by that electronic email.
 - We will wait for the Rules committee (who knows, this is our fourth year without bylaws). The rules committee changes every year.
 - We will send it out to the faculty for a full vote if approved.
 - Then it will go to the full Senate.

- Subcommittee Appreciation
 - KFalbe: Thank you all for attending Monday's subcommittee Moe's appreciation lunch.
 - Special thanks to Sarah Ballard for organizing those efforts.

6. DISCUSSION ITEMS

- EAF Representation
 - KFalbe: We are trying to increase transparency across COEC and working on ensuring that our subcommittees align with the bylaws written for subcommittees.
 - A line in the bylaws states, "All COE faculty members and Laboratory School faculty associates who hold full-time tenure track appointments or continuing contract status, and who have been full-time faculty members at Illinois State University for at least one academic year preceding election the COEC."
 - Rudo is representing EAF and has served with us for the last couple of months, and this is her first full year as a member of the COE, which according to our bylaws, precludes her from serving.
 - As part of the work of the Elections subcommittee, they should be checking eligibility, which just got overlooked (typically, each department rep checks for eligibility, and EAF does not have a representative on the elections committee).
 - Rudo was nominated and elected by her peers.
 - Rudo came in as a full professor, not an assistant/associate, so it is a little different than a faculty member coming in as an assistant.
 - Rudo did not run against anyone in EAF and was voted in as the rep.
 - Gavin is also representing EAF in their 2nd year.
 - How do we move forward to assure transparency and honor bylaws?
 - RB: How many reps are from each department?
 - EAF-3
 - Lab- 3
 - TCH-4
 - SED-4
 - KFalbe: EAF currently has three representatives, with one on leave.
 - AG: Has this occurred recently to give us historical cover?
 - SJB: Not that I know of. I believe this procedure is in place for the new Assistant Professor to protect time and focus on research and teaching. The situation with Rudo is a little different because she comes in with an established research agenda and experience teaching.
 - SB: New Associate and Full Professors will have valuable knowledge from previous experience. It could be beneficial to bring in a different perspective and insight. It may be more of an assistant professor issue. We could address this change in bylaws and justify an extraordinary exception.
 - AQ: There are not as many faculty in EAF; this may be a recurring issue. I would be in support of keeping Rudo in the current elected position.
 - GW: We will not be able to replace her. We look at two future additions (Diane and the 4th position). She will add a great perspective with experience from another institution and support keeping her on the committee if that is what she wants.
 - RT: Yes, I want to be here.
 - RB: If the other rep is on leave, that leaves only one vote if we remove her vote. We have someone willing to do this with an oversight that was not her fault.

- SB: This is an uncomfortable situation that EAF struggles to have all seats filled and could result in an inequitable service load for those serving. Who is overseeing this? We are violating our bylaws because nobody will serve.
- EQ: Are you suggesting the council temporarily agree to keep Rudo in the position and then revise the bylaws?
- KFalbe: As long as we vote on this, we as a council agree on it.
- EQ: consider it an addendum for Associate or Full Professors to serve as representatives.
 - Council can approve this and consider this for revision to the bylaws
- KFalbe: We know we have modifications coming up with adding staff, so this can be addressed with those revisions.
- AG: Move to grant Rudo full status this academic year pending our review.
 - Favor- 13
 - Opposed-0
 - Abstain-0
- Adding Staff to COEC (Subcommittee)
 - KFalbe: When we started this work, Amanda, Jeongae, and Sarah took on the task of looking at the bylaws and identifying what we needed to discuss to add staff to COEC. I thought today would be a good time for them to share their findings and then map out a plan of what we would like to vote on in the future and what information we need to seek out to do this.
 - Will hold if we approve today to make amendments when the bylaws are approved.
 - Their suggestions, according to my notes:
 - SB- met twice, gathered numbers of CS and AP, and drafted bylaw language based on existing language.
 - AQ:
 - 2 Administrative-Professional /2 Civil Service
 - Elected by AP/Civil Service
 - Considered voting members
 - Same terms as other elected faculty
 - Discussion: 4 reps from each unit and one can be an NTT person. Consider making that language stronger. It would be odd to have potentially no NTT representation.
 - We could reserve one of the four seats within units other than Lab Schools for NTT.
 - SJB: Only concerned about the NTT's contract. MOU to allow this.
 - AQ: Equity, time conversation. I went back to the survey from last year, where they overwhelmingly stated they would like representation.
 - KFisher- Can you clarify if you were discussing taking away one rep from a tenure-line and giving it NTT
 - KFalbe- Conversations last year were optional because of the NTT contract; different departments might have different needs because of size.
 - KF- Is there a downside to having NTT (who isn't protected by tenure) take the tenure-line position away instead of adding it?
 - KFalbe- Move the conversation back to staff because the council had this conversation last year and focused on staff.
 - AQ- I brought this up because 2/2 seems like a lot; some recommended 1/1. This is a lot of representation, not to include NTT.
 - GW- COEC is a heavy lift, and we protect them from other positions; why would we add them to this?

- KFalbe- This is why this conversation is not a quick conversation and vote. SJB, could you speak to us about a staff council in the works? Would it be possible to have a voting rep from that council as an option?
- SJB- Meeting before the end of the semester because of the interest in representation on COEC in last year's survey. We have results from the staff satisfaction survey. They need a voice in how to move the college and initiatives forward. We will hold another meeting in the spring; we are supporting the development of this council. They will determine what they want their council to look like, it is their council, and I am supporting the development right now and will step down once it is established.

These positions include Program Coordinators, budget or business managers, and office managers (CS and CSU).

- EQ- How are other colleges in the university doing this? Do we follow the lead to a conversation for their ideas for how their voice is represented within our council?
 - AQ- Only one other college at the university doesn't have staff representation at that level.
 - SB- 2/2 representation may be high based on other colleges. Some other colleges have 1/1. We need to think about the purpose of COEC and our purview.
 - RB- If there is a Staff committee, I would agree with having a representative to represent and communicate.
 - AQ- Will they be elected or appointed?
 - SJB- Elected, most likely, if they want that representation. I think they do based on the survey from last year.
 - GW- Table until they determine if there will be a staff council. Then decide what representation looks like in this space. Too many variables to resolve this currently. Try to ensure they are not over-tasked with two councils.
 - AQ- We didn't know about the staff council when we started
 - AG- Agree with Gavin until we see what they determine. Lengthy debate in the Lab Schools about staff representation on our council.
 - KFalbe- Once in the bylaws, it is a process. How do we move forward so we don't forget?
 - RB- Wait for Staff Council to form a parallel committee
 - AG- SJB, can you bring us updates when we know what is happening
 - RT- Not much we can do until the council is in existence. They should have a say in if they are involved in us.
 - KFable- Moving forward, we will wait for information on the staff council and an update from SJB so we can have an update in February.
 - AQ- Clarifying Question: Who votes for NTT representation?
 - KFalbe- Faculty would vote.
 - AQ- Does NTT have a voice in the nomination/vote?
 - KFalbe- We will have to look back at that conversation. Do NTTs have a voice in their representation?
 - SB- Each department can follow its own rules, but they go through Katherine.
 - AQ- Also, guidelines for who can serve.
 - KFalbe- I will add this to the COEC list of topics to investigate.
- Associate Dean Search
 - KFalbe: We are about to hire a new Associate Dean.

- As part of the new bylaws (not approved yet), the Dean speaks with the College Council chair to determine if the search should be internal or external.
- Frances and I met on 10/6 and agreed on an external search. The new bylaws (that are not passed yet) also say that the chair of the college council will serve as the chair for the search.
- There was no language about what will happen in the case that the chair could not serve.
- I was asked to serve, but I am not able to.
- We are not operating under these bylaws yet (not approved by Senate), so the Dean has appointed an external chair, but it brings up the question of what we would like to do in the future if the chairperson cannot or chooses not to chair.
- No person should be required to take on the additional work without an alternative.
- What to do in this situation for the bylaws?
 - SJB- The position is Assistant Dean of Research, Faculty Development, Outreach, and Innovation. The focus will be on research and innovation within the college—continuous improvement of academic programs. SJB moved out of the curriculum, and the new Assistant Dean would represent instead. The new position will also coordinate outreach to the university and community, work with the College Strategic Plan, work with COEC, and represent the dean on various committees.
 - The job description will be out soon, and we will bring candidates to campus in Jan/Feb.
- KFalbe: Katherine found that an external associate dean served as search committee chair in 2019.
 - The chair shouldn't have to step down to not serve as chair of the search.
- KFalbe- We expect internal candidates and want to ensure that there is an external person in the past.
- RB- What does the associate dean do with the curriculum?
- SJB- Sit on the curriculum committee, and any new program initiatives go through this person
- RB- I understand why an external would be great, but do they know the needs of COE enough to lead the search?
- KFalbe- They will have a committee full of reps from each unit
- SJB- Newest bylaws are only for departments and not centers. Centers panel and staff panel discussion will be available to ensure their voices are heard in the selection process.
- KFalbe- We don't technically need a vote because we are still operating under the previous bylaws, but we need to be transparent.
- SB-I think it is reasonable to have an external associate dean chair the search because they only facilitate and have a panel of our representatives.
- RT- What criteria were used to select the chair?
- KFalbe- In the past, the dean selected.
 - We are moving forward because there is no objection.
 - With revisions to the bylaws, the council will consider who might be a chair for searches in the future if the COEC chair cannot perform the duty.
- EQ- Can we recommend external selection by the dean with collaboration from the council to ensure the voice?
- KFable- I will check with the dean and recommend that the Executive Council is involved in making the selection choices for this search.
 - When we change our bylaws: we will need to vote on these recommendations. I will hold these ideas here and bring them back to a vote when we get that far.

7. ACTION ITEMS

- COE Deans Evaluation
 - KFalbe: You will find a copy of the COE Dean's Evaluation in Teams. A few years ago (2020, I think), the College Council created a new Dean's Evaluation and sent it to the assessment office.
 - This is the evaluation that has been used for the past 4ish years.
 - It turns out that the document is supposed to be approved by Senate. I
 - happened to notice last month that they were going to be voting on the COE Dean's Evaluation, and the one they had was wrong. This language has already been added to the bylaws.
 - The Administrative Affairs and Budget Committee looked at and suggested some editorial changes. The email from the committee, along with the markup, is included in Teams. The plan is for this to go to the academic senate this week. If we do not send it now, it will not be approved for this year, and we will need to go back to the older document.
 - Discussion: Recommendations-
 - Separate students from faculty and staff in the DEI question
 - Gender Neutral lanaguage
 - Add category prefer not to respond
 - Motion to approve the marked-up dean's evaluation as presented: Andy
 - 2nd: Amanda
 - Discussion
 - KFalbe- Approved by previous College Council
 - RB- How can the faculty/staff speak to what the dean does for students regarding diversity, equity, and inclusion?
 - KP- Agree with Rochelle; we are asking for information from uninformed stakeholders.
 - RB- Many students feel that the college does not represent them and is racist.
 - KFalbe- I don't know the mechanisms for students to evaluate the Dean; outside the purview of COEC, that is a good question and can be looked into. Faculty can respond based on classroom conversations for some reflection. I worry that the alternative is removing students from the question and excluding it altogether.
 - SB- Do other deans get evaluated by students?
 - KFalbe- This is the faculty evaluation. We were left off last year when others went through.
 - SB- Is there a mechanism for students to evaluate the dean and college?
 - KFalbe- I will investigate because I genuinely don't know.
 - KFisher- If student question is included in the evaluation for the Dean, it will make it clear that the Dean needs to make an effort to do the work. Vote to keep it in.
 - AG- Keep the question in. Does this work for faculty and staff to evaluate the Dean? Yes, but Rochelle's point is valid.
 - RT- Do students evaluate other administrations?
 - KFalbe- Not that I know of, but I will look into it.
 - RB- I can talk to Livie.
 - AG- Find out what other colleges are using to get student feedback. Then we can use the format.
 - GW- Institution-wide climate survey may give us information on a student's experience in school. We need to avoid survey fatigue yet accurately capture data.
 - EQ- EDI Teams are administering the climate surveys. COEC does a better job of assessing the results and advising how to move forward as a COE.

- Vote: Move forward with the dean's evaluation with the committee's suggestions.
 - In Favor: 13
 - Oppose: 0
 - Abstain: 0

Abstain: 8. DEAN'S REPORT

- Deans Report (Robyn Seglem)
 - Seven searches are going on – Lauby center director, three tech positions, instructional designer (temporary to get online programs off the ground), and EAF chair.
- EQ- Update on if there is an interim chair for EAF appointed.
 - Announced that it is Diane Zosky (former Dean of Arts and Science)

9. ADJOURNMENT

Motion to adjourn: Andy Goveia
2nd: Gavin Weiser

NEXT MEETING: November 28th, 2022, @12:00 Noon