



# SCHOOL OF EDUCATION

School of Education Faculty Meeting  
Friday, March 26, 2021  
(Zoom)

**\*\*What follows is a summary of events\*\***

## **Welcome** *Interim Dean Stacy Morrone*

Lara Stachowski acknowledged the Native indigenous communities and recognized the indigenous peoples upon whose land the university sits. Dean Morrone then welcomed faculty, reviewed the agenda and introduced the awards recognition portion of the meeting, adding that the School of Education has an impressive list of acknowledgements for faculty who have received external and internal awards.

## **Recognizing School of Education Award Recipients** *Interim Dean Stacy Morrone and Gayle Buck – Associate Dean for Research and Development*

G. Buck explained that the recognitions highlighted here reflect new awards for this year and not all of the ongoing work currently happening in the School of Education that may be the result of ongoing multi-year awards. Associate Dean Buck proceeded to review faculty projects that won external funding and IU's Fall internal funding awards. She noted that School of Education (SOE) faculty won more funding from the Racial Justice Research Fund than any other unit ([see slide presentation](#)).

## **Dean's Report** *Interim Dean Stacy Morrone*

Dean Morrone recognized the work and dedication of Vice Provost Robel as she prepares to step down from her position. In a recent meeting, Vice Provost Robel asked Dean Morrone to thank the faculty of the SOE for their work in supporting educators during this year of enormous pressure on our teachers and schools.

Dean Morrone then provided an overview of the first SOE Direct Admit. IU's First lady, Laurie McRobbie, will participate. There will be a recorded welcome from Katie Jenner, Indiana Secretary of Education, as well as a superintendent panel and Scott Witzke and his team put together many videos of current students and alums using the SOE's new video production studio. Prospective students were sent a swag package that included IU branded socks (as recommended by the undergraduate Dean's Advisory Council). Dean Morrone thanked Lindsay Arnold for her work to make this event happen. There were over 700 direct admits and as of today, 95 are registered for the direct admit day. Our direct admit numbers are significantly higher than in the past. This is likely due to the test-optional admissions process and the inclusion of scholarship offers in our letters of acceptance into the program.

The Celebration of Excellence (formerly the Celebration of Teaching) will be a virtual event held on Thursday April 5. In addition to the traditional awards given out, other School-wide awards and department awards will be a part of the program

To address the need of area schools to provide exciting programs that address learning gaps student may have as they prepare for the next academic year Natalie Kubat had the idea of holding a Case Challenge. SOE undergraduate students will work in small teams to come up with a proposal to address how Indiana school districts can offer fun, innovative and creative instruction that motivates students while closing achievement gaps and accelerating student learning. The focus is on grades K-8, with activities broken into three grade level groups (K-2 3-5, 6-8) Registration deadline will be April 14. Students will make presentations on April 24. There will be cash prizes for top proposals.

Commencement will in person at Memorial Stadium. Only graduates will be permitted to attend. All others can attend virtually. There will be hooding of doctoral graduates. At the School level the convocation will be virtual. We have a small team currently planning a video for SOE graduates.

Dean Morrone then presented the Academic Leadership Council principles for returning to campus (see slide). These principles reiterate IU's commitment to in-person learning and fundamental character as an in-person institution. This summer will still look a lot like last summer, but we anticipate a fall that will be closer to what we think of as normal.

Visioning our future- Dean Morrone put out a call for volunteers to serve on a task force to build a bold vision for the SOE that builds on our strengths in equitable and inclusive practices. We are striving for a representative task force. The bold and exciting vision that will be developed through this task force will be used to excite potential donors to support the SOE. The deadline for volunteering is April 1. Mary Dwyer and her team will be doing a lot of the work to coordinate and deliver the final product.

**Budget Conference Highlights** *Deb Ferguson – Assistant Dean of Finance and Administration and Amber Hill – Assistant Director of Finance and Business Affairs*

Dean Morrone introduced the new Assistant Dean of Finance, Deb Ferguson who took on this position March 1, just 25 days before the budget conference. The conference went very well and Dean Morrone acknowledge the help of J. Buszkiewicz, who came out of retirement briefly to support the preparation work. Dean Morrone also noted that we can submit a Provost Fund request which needs to center around the themes of diversity, equity, inclusion, and mental health. Dean Morrone acknowledged the work of C. Darnell and his office, Joel Wong, and Lynn Gilman who put together a proposal based on a vague idea. The proposal says we would offer a symposium in the spring of 2022 for teachers in the region around how to work with students who have experienced trauma related to racism. The School of Education is ideally positioned to do this work. If we get the funding, (\$100,000) a post-doc would be funded to put together the symposium. Dean Morrone then yielded the floor to Deb Ferguson, Assistant Dean of Finance and Administration.

Deb Ferguson described the budget conference preparation process, which included submitting a 5 year projection of the SOE budget. A part of this process is looking at the data to identify trends and then examine how the SOE will address those trends. The first category we looked at was declining enrollment at the undergraduate level, which has affected revenues. The team looked at the efforts we have put in place to address this decline and projected a 5.2% improvement. D. Ferguson acknowledge the work of J. Buszkiewicz in regards to past fiscal management, which has put us in the position of having strong general fund reserves. This is helping our current situation. The SOE has also been strategic in employee management with a 17.2% reduction in headcount over the past 5 years. Looking forward we will focus on strategic

hires, equity and promotion. We are planning a 2.5% increase in student financial aid, including a fully funded fee remission policy for graduate students. Amber Hill explained that historically the SOE has never paid 100% of free remissions. While this does not include mandatory fees, it is an increase over what the SOE has provided to students in the past.

#### **Differentiated Value Points** *Scott Witzke – Director – Marketing and Communications*

S. Witzke described the work the SOE has been doing with IU Studios examining what makes us unique (differentiated value points). We are in the first part of a two-part process which includes gathering information through surveys, focus groups and interviews with students and faculty. Scott then reviewed undergraduate education program enrollments as compared to other programs on campus over time, noting that we were fourth until we began a decline several years ago. He then reviewed our primary competitors based on survey data (see PowerPoint presentation). Social focus is a primary motivation in student selection of a school. Career pragmatists (those who prioritize strong academics) were second. S. Witzke also reviewed data about words that come to mind to Education undergraduate students when thinking about IU's School of Education (see PowerPoint presentation). The top decision criteria for selecting IUB School of Education included 1. reputation, 2. feeling they would fit in, and 3. value of education for the cost. The same decision criteria were most important in the selection of our competing institutions as well. S. Witzke then reviewed the questions we are trying to answer in the differentiating value points process (see slide). Early data regarding our institution points to technology, Global Gateways, job placement, being a small community in a large institution and the graduate school opportunities. We are hoping to have the second stage complete with something to report by the fall.

#### **Development Update** *Mary Dwyer – Executive Director – Development & Alumni Relations*

M. Dwyer reported the final count of the Bicentennial campaign, noting that the SOE exceeded our goal. A big part of our success was due to non-governmental grants won by faculty. Faculty, staff and emeritus contributed close to six million dollars. N. Kubat recently secured a planned gift of over 1 million dollars, which will support DEI and Global Gateways in the future. This is an example of the type of work the Development Office is doing and explains why our cash in the door may not appear strong in reports, but overall our philanthropic gifts are strong. As an example of the strong IU alumni network, 400 IU day pennants were available on a first-come, first serve basis. In under two hours all were claimed. Also, over 300 IU SOE alum are currently IU Bloomington employees, and so the office is planning an alumni day in the fall for IU SOE alumni now working at IU. On Instagram we are featuring one awesome IU alum per week. You can follow us at IUEdAlum.

#### **Leadership Updates**

##### *Ginette Delandshere – Executive Associate Dean*

G. Delandshere provided information about enrollments for Spring of 2021. Rather than providing enrollment information by department, she focused on sharing more general information (e.g. the range across departments) to help identify trends. It appears that the 500 level sections are most effected by low enrollment. When looking at the low end of the average enrollments across departments, it is evident that this is below our minimum at the 500 level. G. Delandshere then shared Spring 2020 and Spring 2021 comparisons from two unnamed departments (see slide). What we are striving for with this data collection is to understand trends.

Some department chairs have shared that faculty do not see enrollment trends as their problem. G. Delandshere stressed that for the health of programs and the school, we need healthy enrollments. Some departments are reducing the number of sections being offered and as a result are seeing an increase in average section enrollments. This is where we want to be. A programs' enrollment health will impact the allocation of AIs, future hires, etc. G. Delandshere then addressed questions posed in the Zoom chat, including whether the minimum enrollments are appropriate. This will be discussed further at the next chairs meeting.

*Jeff Anderson – Associate Dean for Undergraduate Education and Jill Shedd – Assistant for Undergraduate Education*

J. Anderson noted that he is finishing his 12<sup>th</sup> week in this position and has come to recognize the amount of behind the scenes work going on in Suite 1000 (academic advising, recruitment and retention) that he was not aware of in his prior 15 years at IU. He recognized a new recruiting officer, Lindsay Arnold, and noted that Katie Cierniak moved from assistant director to director of INSPIRE in November. J. Anderson went on to provide updates on current activities and future directions of the office. He thanked program area coordinators for their work in communicating with our academic advisors. These conversations have been particularly dynamic and insightful in pushing the thinking of the office forward this year. He thanked Dean Morrone for championing the Direct Admit day, which is going to be very impactful for Teacher Education. The new Counseling and Student Services undergraduate major has a robust first cohort of over 25 students. The Child and Adolescent Mental Health minor should be approved any day now and will be our second non teacher education program. In terms of curriculum leadership, we have the formal Policy Council Committee on Teacher Education and a group focused on elementary education program development. He emphasized that all faculty in the SOE are essentially a part of the curriculum in Teacher Education.

J. Shedd previewed some of what is coming. The office is working with ETS to come up with a better way to address the schedule-building process. Summer and fall pre-registration is underway. If any faculty have new courses, new programs, new ideas, please share this information with our advisors who can get this information out to students. We are planning new student orientations—a series of three, which will be virtual. While our graduates have been very successful in getting jobs, often receiving offers the day after student teaching has ended, we also have career days. These events help connect students with districts across the state to have one-on-one conversations regarding open positions. The Office of Teacher Education is currently undergoing a 360 review process, which will allow us to better understand our strengths and opportunities for improving our services and leadership across campus. Regarding accreditation, we will be having a Specialty Professional Accreditation organizational meeting on April 6. This is a prerequisite for a CAEP accreditation, which is scheduled for Spring of 2024.

Regarding direct admits, the graph presented on a slide shown to faculty illustrates the growth in direct admits this year over the prior two. We are using this year's cohort as a baseline for longitudinal research on teacher candidates, how they persist and follow through. This is the first full cohort that did not have standardized tests as a part of the admissions process. May 1<sup>st</sup> is our deposit deadline and numbers are up 44% over last year. Regarding diversity, 17% of our undergraduate students identify as non-white. We are working diligently on increasing our diversity, and are optimistic

that the new scholarships will help. J. Shedd then reviewed data comparing 2019-2021 students, applications, enrollments and deposits. J. Anderson noted that while the percentage of white students has dropped slightly, the only group that has seen an increase is the Latinx population.

*Sarah Lubienski – Associate Dean for Graduate Studies*

S. Lubienski explained that the annual graduate student review is underway with a deadline of April 15. She thanked Amber Hill for sharing information about the new 100% tuition remission for student academic appointments. We recently launched a student emergency fund thanks to a donor and have received 13 applications so far, mostly from graduate students, with 1 undergraduate student application. Regarding the leave of absence policy for Student Academic Appointments, this is on hold as the campus works on a campus level policy. Regarding graduate student recruitment, application are up 32% over last year at this time. Individual PhD programs should nudge prospective students regarding fellowships. The GSO is finding the April 15 funding priority deadline to be too tight a timeline for the office to manage. In the future, the deadline will likely be in December, which is more in line with what peer institution do. An admissions manager search is in progress right now. S. Lubienski closed by reviewing the various new online programs (see slide).

*Gayle Buck – Associate Dean for Research & Development*

G. Buck noted that the impact of the pandemic on students is going to be major and long-term. Addressing this is the aim of the COVID relief package. It is yet to be determined what that will look like, but she has attended several meetings regarding the funding that IES will provide to researchers. In this meeting they mentioned NAEP data and how that can be used, as well as AI, special education, tutoring and funds to state education agencies and directly to schools. This will be different from past IES grant proposals in that the calls are likely to come out quickly and the money will be distributed quickly. IES will likely want to see impacts within a year and are looking at two-year studies. There is also seed funding for researching involving large IU data sets. There is a description of this on the IU R&D website. The RFA will likely come out for the IES funding in May.

*Carl Darnell – Assistant Dean for Diversity, Equity, and Inclusion*

C. Darnell informed faculty of an upcoming presentation by Joel Wong on Making the Invisible Visible: Addressing Discrimination by Omission. He thanked DEI ambassadors and others who have worked to support and attended the various events the office has put on this year (31 events). Forty-eight faculty have attended our events, and many have attended more than one. The office is working on recruitment and retention of faculty of color. C. Darnell closed by asking faculty with research centered on social justice, race, diversity, equity and inclusion, and anyone looking specifically at applicant diversity statements to inform his office of their work.

*Donna Stevens – Director of Human Resources*

D. Stevens addressed the question, when will we return to campus? There is a task force looking



at how IU will address remote work in the future so that we can remain competitive when it comes to recruiting and retaining talent. We are currently putting together a transition to in-person work, both physically (desks, technology, etc.) and emotionally. It is likely that the transition will begin in July and we are likely to be fully on campus by the first day of classes. Please inform the university if and when you receive a COVID vaccination as this will help inform the process. Regarding the recording of ZOOM presentations, IU legal is exploring issues related to personal and intellectual rights when recording presentations, particularly presentations where you are sharing your research. This does not pertain to classes. If you will be presenting research via Zoom, please reach out for information. There are likely to be releases that we will need to get from you.

### **IU E-texts Discussion** *Interim Dean Morrone*

Dean Morrone informed faculty about the IU e-text program and how it differs from our bookstore. Through this program, students have saved over \$69 million dollars over the past 10 years. However, use is not as high as we thought it would be. Thus, we would like to get the word out. In addition to saving students money, there are other benefits. E-texts goes beyond textbooks to included digital courseware as well. You can also choose an open textbook that you fill with content. The experience includes access to e-readers. Other benefits include: access to content via mobile device, a guarantee that students will have access to content on the first day of class and content that is accessible through canvas. Students can print pages as needed. They will also have access to the content for the duration of their time at IU, rather than the short-term rentals that students commonly use. There is an analytics component that gives you data regarding areas of the text where students spend a lot of time, and areas that they are not reading at all. Dean Morrone then used the slides to compare the cost of textbooks and digital courseware through Amazon rental versus the IU e-texts. If you go to OneIU and type in e-texts you will be able to enter the portal and browse. Dean Morrone emphasized the cost savings for students and encouraged faculty to take a look. There will be a webinar on this on March 31 run by Rod Myers. J. Oakes added that the fall deadline for summer graduate courses is April 11 and fall 2021 deadline is April 4. Regarding other platforms, our agreement with the IU e-text vendors is exclusivity so please do not recommend other vendors to students. Faculty asked about late orders and Dean Morrone noted we have been able to accommodate that in the past. She will look into it. B. Samuelson noted that there are legal issues with using some 3<sup>rd</sup> party apps not supported by Canvas, particularly if we require student use of an app, and if that app requires students to submit personal information. J. Oakes noted that IU legal is one of the last steps in the process, and emphasized the importance of using IU supported apps. Please reach out to J. Oakes if there is a tool you would like to use that is not one of the suggested offerings. There is a process to do this, and engaging this process will protect you. Faculty asked how student data is protected in IU approved apps. J. Oakes explained that IU has one of the most robust tech and data protection protocols and processes of any university. Many factors, including technical, legal and political perspectives all inform choices of vendors.

### **Q & A and Wrap-up** *Interim Dean Morrone*

A. Hill noted that the deadline for recognizing staff for the staff award is April 15. Please take opportunities to recognize your colleagues.

Donna noted that conversations are occurring at the University level regarding COVID vaccines as a requirement for incoming students. IU students working in K-12 schools will need to abide by IU and host school requirements.

## **Adjournment**

### **Save the dates:**

- Thursday, April 15 – 1:00 – 3:00 pm – School of Education – Celebration of Excellence
- Friday, April 30 – Noon – 1:00 pm – Town Hall Meeting