



SCHOOL OF EDUCATION

Faculty Meeting Friday, March 29, 2019

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

Welcome

Dean Watson opened the meeting by encouraging faculty to ask questions throughout the presentation to encourage dialogue. He then reviewed the agenda.

Dean's Updates

Dean Watson described his philosophy and approach to leadership. His role is to facilitate, lead and coordinate groups and resources to make sure work gets done, while also being accountable for our resources. His aim is to build structures that are long lasting rather than built around people. He described his leadership approach as not making assumptions while working to understanding the perspectives of others, noting that context is important. Dean Watson encouraged faculty to contact him if they have questions. He also emphasized that there are legal responsibilities of the Dean's position, particularly in the area of policies, that will inform how the authority of the Dean's office is used.

Dean Watson then reviewed the mission statement, values and goals of the IU School of Education. Discussion ensued among the faculty regarding the goals statements. The focus of this discussion centered on the descriptor "P-12", as the work done by faculty at the School of Education reaches across the lifespan, including special education services for infants and toddlers, all levels of higher education, and adult learning. Another concern raised by faculty was the lack of reference to creativity in the mission, vision and goals statements and a lack of reference to the social, emotional and wellness work that faculty do. A third area of discussion related to the use of the word "global" and lack of the use of "international" and the implications of these word choices. Also, while this language appears in the mission, it is not reflected in the goals. During this discussion faculty shared historical information of past processes that resulted in these guiding statements. From this discussion several faculty volunteered to craft new statements or revisions for discussion at the April 26 strategic planning meeting. Discussion also explored how current structures are designed to support the process of change and how this could be address in the future. Ensuring faculty are informed and that the School moves beyond talk to action were identified as primary concerns. Relating to communication, further discussion ensued regarding the potential of using faculty meetings as a venue for informing faculty of projects that colleagues across the different departments are conducting.

Strategic planning initiative

Dean Watson presented slides illustrating the SOE strategic initiatives and priorities, which reflect past documents and feedback from faculty received during the various stakeholder meetings held during this academic year. The operational goals are Dean Watson's priority. The collaborative strategic planning process will continue at the April 26 meeting. Dean Watson also reviewed the key priorities identified in his job description, which include to define a distinctive identity for the school, innovate to grow enrollment, enhance support for students, cultivate faculty and encourage collaboration across departments, forge strong relationships with partners, grow the financial resources of the school, and to advance commitment to diversity, inclusion and social justice. He then reviewed strides made towards accomplishing these tasks, including streamlining processes by making changes to some

reporting structures in the Dean's office and between the Dean's office and the Office of Teacher Education. The interim associate deans, S. Lubienski and G. Delandshere, will continue in their positions for two-year terms. The search for an associate dean for diversity, equity and inclusion has been closed, as it became clear that the needs of the school were not necessarily aligned with the position as it was outlined in the search. Dean Watson proposed an internal candidate, Carl Darnell, for an interim position.

Dean Watson continues to manage the budget downward. There was a brief discussion about department hiring. Dean Watson stated that these decisions must be based on resources and need. Relating to research centers, CEEP has moved to the OVPR, though they still have grants through the SOE and faculty can continue to work with them. Dean Watson presented a slide mapping the work of the SOE globally. As we think about global initiatives, we need to identify what makes something an SOE initiative, versus individual faculty research interests. Resources will follow SOE initiatives. Dean Watson then reviewed recent international visits including Turkey, Thailand, Kosovo and Ethiopia. A brief discussion ensued about international partnerships and visiting scholars and the value of keeping track of these important relationships. CIEDR has limited funds to support visiting scholars, but can be a resource for faculty. A. Benitez also clarified that faculty are free to develop and maintain whatever international relationships they choose. If you have proposals for initiatives that could further both your research and the SOE, please talk with Arlene Benitez. Dean Watson noted several priorities articulated by our international partners including special education, science and technology, and leadership/management related to systemic change.

Funding

Dean Watson reviewed several slides depicting the budget and financial trends. Under enrolled courses are exacerbating the financial challenges. Discussion ensued relating to how enrollment numbers are determined, and the potential value of knowing what the average enrollments might be by department and how the percentage of under enrolled courses in the SOE may compare to other units on campus. Dean Watson then moved on to discuss the importance of reestablishing a relationship with the State to bring back some of the grant and other revenue opportunities the State may have to offer. He then reviewed R&D slides relating to grants.

Graduate studies

Dean Watson reviewed recent policy revisions regarding EdD programs. There was a brief discussion about the ability of the SOE to set requirements for the EdD, and the rationale behind these changes. S. Lubienski, Interim Associate Dean of Graduate Studies, informed faculty that convocation will be different this year. There will be a separate convocation for graduate students at 6PM on Friday May 3 in the Atrium. Students who attend this can still attend the university-wide convocation. Faculty were also informed that the Graduate Studies Office will be handling emails announcing graduate courses in the future. A discussion ensued about the form faculty are to use to send an announcement to the Graduate Studies Office. Faculty noted that many of the courses announced are seminars, and requested a space for a seminar title. S. Lubienski passed out PhD and EdD student checklists to help students keep track of the steps required to complete their program. The Graduate Studies Office will share updates to this checklist and other information in their "not a newsletter" emails.

Dean Watson closed the slide presentation by reviewing the SOE rank and the ranking of several programs according to the most recent US News and World Reports. Ed Council has approved all programs submitted to date. Dean Watson opened the floor to further information items or questions. There were no further items or questions.

All School Meeting – Friday, April 26 10:00 am – noon

ACTION ITEMS:

- G. Weltsek, L. Lackey and Q. Wheeler-Bell and Y. Cho will develop a statement relating to creativity as a value of the SOE. This statement will be presented at the April 26 meeting that could be voted on there at that meeting.
- M. McMullen and G. Butera will develop a statement to reflect the true work of the SOE as touching all stages of a lifespan. This statement will be presented at the April 26 meeting.
- Graduate Studies Office will add a space for seminar title on the course announcement form.