

FACULTY COUNCIL MINUTES

September 19th, 2022
1:00 – 3:00pm via ZOOM

In attendance: Mira Pak, Chair (SED), Greg Knotts in for Sandra Chong (EED), Jordan Eickman (DHH), Wilda Laija-Rodriguez (EPC), Wendy Murawski (SPED), Shari Tarver Behring, Dean (STB)

Christine Mitchell and _____ (Interpreters)

I. Note-taker: Wendy volunteered.

II. Approve Minutes from 5/2/22

Wendy moved to accept minutes; Jordan seconded; Greg abstained (wasn't there); all accepted.

III. Format for Faculty Council for Fall 2022

All voted for ZOOM; will revisit next semester to see if we should keep ZOOM.

IV. Voting in DPC vs. CPC

- This past year's attempt had some flaws: 4 of 6 dept chairs didn't send in names correctly; the CPC ballot still had to be re-done; and not enough "cushion" of alternates.
- New idea – maybe departments choose their DPC and send one CPC rep?
- Need to run any new ideas by Faculty Affairs: can departments choose a CPC rep, or does the whole college need to vote?
- Mira will follow up with Faculty Affairs after looking at Section 600

V. Strategic Plan (All-College Meeting)

- Shari reviewed what was done in recent years.
- To do at this semester's All-College Meeting:
 - Review Strategic Plan with whole college;
 - definition of Social Justice needs to be shared;
 - Out of CTEPP work, Affinity Groups for Latinx & African American students created;
 - Ballmer grant (Mira) and Kellogg grant (John Reveles) resulted in matching grants;
 - Might be getting funds for DEI work; Is it time to discuss creating an institutionalized model to sustain & expand our collective work (new Center, embedded in current Center or work)?
 - Also need to honor folks who are leaving or ending FERP (Passages/Chapters) & need to welcome new 4 faculty; Merril Simon left last year, David K & Connie W will be done this year; Could welcome new folks & say goodbye to Merrill in Fall; Say goodbye to David & Connie in Spring
 - Idea – stations for Social Justice; Collective Model; Self-Care/Balance

Reminders:

- Spent 2 semesters in All College meetings tackling Social Justice; listed everything we are doing as a college. Then tried to prioritize activities before realizing a unifying umbrella definition is needed.
- Spent a year being “heard” regarding Social Justice; need to go slow to make sure all voices are heard
- Sent list for Ad Hoc work committee to create definition; had 5 faculty & 1 staff and they met voluntarily; Alex Hollett (chair of that committee) provided update (see below);
- Roll-out is next decision.
- Lots of work on Road Map to Future; want to work in concert with what university is doing (especially if that helps us align with goals & budget, etc);
- Shari has to show Provost’s Council on identifying 6 things we are doing in our college that align with Priorities in Road Map to Future

VI. Social Justice definition for the CoE

- Alex Hollett (EED) presented what the ad hoc committee had completed this past summer:
https://docs.google.com/presentation/d/1wdV5wu7xKDO56KZOJoJFNR7zOLik2lmoJgis9wJxD3A/edit#slide=id.ge4b7ac326b_0_398
- Virginia Kennedy, Amy Hanreddy, Alex Hollett, Jack Bagwell, Jaclyn Kietzman, Shyrea Minton worked on an inclusive, accessible, aspirational, realistic, broad but specific definition
 - They created 2 options for definitions, as well as resources and questions.
 - They plan to create an archive or repository available to everyone & will align with various initiatives.
- Faculty council agreed that this work needs to be shared at the All College. There was discussion about Alex and team creating smaller groups to present or doing a Flipped Classroom version.

VII. Staff Visibility

Staff feel invisible and don’t feel they have a voice. We need to get more information before we try to solve the problem. We are understaffed; have 9 staff searches going on right now in the College. We are in strategic budget planning. Large group of CTEPP is staff and they value the opportunity to work with faculty. They aren’t heard as a block when changes are made in the college. They weren’t mentioned in Newsletters, but now have staff accomplishments. Consider starting a ESTAC group (Equity and Staff Affairs). Mira will find out more about what is needed/wanted by talking to Tina, Jacqueline, Blanca, Maria.