

**COEHS Meeting Minutes**  
**Wednesday, November 4, 2020**  
**1:00 p.m. – 3:00 p.m.**

**Dean's Remarks**

- Nearing end of semester, would like to emphasize that if faculty have any concerns, please reach out to chairs, supervisors, deans for support
- Contact Care Team with concerns related to students
- Concerns about spring enrollments. They are down significantly, but not clear why. Will follow up with enrollment folks to ensure we are aligned with their intentions. All colleges experiencing this trend downward.
- Graduate enrollment is relatively strong

**Call to Order**

Faculty Secretary – Amanda Yurick

**Approval of October 14, 2020 Faculty Meeting Minutes**

- Minutes approved. No changes

**Approval of Curriculum Proposals**

- **Student Teaching MUST**
  - Initial licensure program at master level
  - 10 to 4 credits
  - Initially set up to match undergrad student teaching at the time
  - This change to four credits would bring in line with current other graduate level licensure programs
  - Replace ESE 504 with ESE 500. ESE 504 is no longer regularly offered. The change is to the more regularly offered ESE 500
  - The proposal has been approved by departments and graduate curriculum committee
  - There are existing questions outstanding related to how we calculate graduate field credits as well as how those credits translate to faculty workload
- Faculty vote: Unanimously approved; none opposed; no abstentions.

**Update from Subcommittees on Interrogating Teaching and Learning Structures in Pursuit of Equity and Social Justice**

- Please let us know where you are, if you have data needs let me know (Banks)

#### Subcommittee 1: Guidelines, Policies, and Procedures (Debbie Jackson)

- Met once or twice since last meeting. Tom Geaghan and Kevin Neal may join next meeting to discuss grade disputes and retaking courses.
- Fred Hampton volunteered class time to try survey and focus group procedures.
- We have talked about where policies and procedures live and if students know about them and have any difficulty accessing them

#### Subcommittee 2: Curriculum, Instruction Strategies, and Approaches (Molly Buckley)

- Time since last meeting spent refining questions. Patty forwarded invitation to college wide conversation related to those of us teaching courses and how we address racial literacy and critical consciousness in our students.
- You should have received this invitation for a one time one-hour commitment.
- This will inform our set of recommendations.
- Bring one syllabus or assignment or artifact that would serve as a think piece related to how you foster knowledge, skills and dispositions.
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#### Subcommittee 3: Mission and Vision (Crystal Franklin)

- Still looking at where we are currently with mission and vision
- We have a long list of what we want to tackle, but we are prioritizing
- Identify common items between
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#### Subcommittee 4: Dissemination (Tachelle Banks)

- Met two times
- Still need foundational work with the center of urban ed
- Should still make visible the organic and strategic approach of self-examination
- We should move forward in drafting a site that showcases faculty work that has occurred since these conversations have begun
- Other institutions are not doing the work this way; our work is special and may be instructional for other institutions
- Go to Center for Urban Ed, we will post link there and another page would open that highlights the college discussions
- Would like to include summaries and meeting minutes as well as resources. Would like the resources to be a dynamic link that we add to as new resources are developed/available
- We have not yet discussed the culminating work for the year. We would bring that back to the group for ideas
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#### Subcommittee 5: Student success (John Schaefer)

- Decided on three directions: engaging whole student body related to needs/barriers/challenges; resources for students to support financial aid/finance problems; Orientation material and program guideline materials
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#### Subcommittee 6: College, Culture, Community Building (Melanie Caughey)

- Made revisions to climate survey.
- Will receive the revised survey soon

### **General Comments:**

(John Schaefer): Can the subcommittees cross check to ensure not duplicating requests of students. Would like subcommittees 1 and 5 to touch base with each other

(Tachelle Banks): Struck by how the faculty have centered their work in their own research orientations. Focus groups for curriculum and instructional strategies is something actionable, so was pleased to receive that email with invitation to focus groups. Mission and vision group recentering around current mission/vision has a large task, so pulling back a bit to approach it better is a good idea. We picoted in dissemination to ensure we are capturing what's happening organically. It is powerful to engage collectively, so we wanted to bring greater visibility to the iterative process. For the needs and barriers to student success. Breaking groups into smaller subgroups to support students more quickly is thoughtful. Making information more accessible to students is a better way to serve them. Look forward to seeing the climate survey.

(Zac): Thank you all for participating and serving the college and community

### **Meeting with President Sands**

- Appreciate the invitation; just got done with the Town Hall session; Please go watch the State of the University piece
- Proud of the work from this past year especially under the stressors we have
- I am here to let you the faculty ask questions of me
- Please also see our Op-ed piece. I'm working on a major investment from outside university. Can't say much more right now, but it will help us reinvent ourselves as we go
- I'm in the middle of my third year and I feel I have more to learn and am thankful for all your help, including hearing the things that do not make you happy
- I encourage you to think about evolution and change; I'm encouraged by the creative ideas and contributions from faculty and staff

### **Q&A**

- Kathy Little: Any idea when/if 2.0 plan will be implemented?
  - Implemented? No. There will be sort term and long-term components so it depends which aspects we are discussing. Taskforce will make their recommendations in next 10 days. Then we establish the process from there. We were careful as a leadership team to not dictate to the taskforces how they do it. We did it more flexibly. Now we need to pull together multiple ideas. We need to decide which ideas rise to level of strategic and implementation. The State of the University and the Op-

ed piece I wrote will give you an idea of how I view our growth and opportunities. Our brand is strong. Our biggest challenge is getting the great things we are doing out here. I don't think we will be going back to normal any time soon; remote learning is here and students are staying with us. I have creative ideas to recruit freshman for next year. If we have student flow we have options. Without that, it's tougher to make it work. We will have more info soon.

- Crystal Franklin: What take aways did you get from staff surveys? Looking at the results how will data be used to drive decision making for staff
  - I haven't seen results yet. Our challenge was to identify are we serving our students, faculty, and staff. Sometimes we plant 200 seeds, but how well are we shaping the forest. We are looking for ways to make things move more smoothly. I have gotten feedback that we are too bureaucratic, so I want to work on making things work more smoothly
- John Schaefer: I think the piece I'm most apprehensive about was on the structural reorganization. Wasn't satisfied with provosts' rationale because it didn't seem to track. That will potentially cause most change for us on day to day basis. I think it is important that the team works to get buy in from individual faculty who will be implementing this change. It will be a lot of legwork. The degree to which faculty have voice in it is central to our satisfaction as employees
  - Thank you. Yes, we tried to engage faculty. But that being said, we do need to keep working to make the case for changes being made. But it's hard to make 450 people all happy. We have some drivers: We have 10 colleges and schools. That's pretty thick for number of programs we have. Our goal here isn't program review. The goal is administrative oversight. I hear faculty say, hey we have a lot of administrators. If we don't respond and make system work better, I don't think we can get there. But yes, we have to tell people how it will affect them. Hopefully in a positive way. That's our goal.
- President Sands: Hope you all feel good about how you've stepped up during this time. I think there's a sense – we're not having in person teaching and learning. I worry that we could be losing two years' worth of education for 5-6 million kids across the globe. We have to think about that loss and how were going to deal with that. It will put extra burdens on the college educators. Some percentage of students will need different kind of help in the future. Would love to hear your thoughts
- Elice Rogers: I'm trying to understand the academic calendar. There's a reconfiguration on spring break. I want more explanation on why you chose that
  - I'm not very popular with students and families because of that. This comes from our healthcare professionals. I waited to make this decision until I heard form folks about this. But there's a sense that we can't stop students from doing what they do on spring break- which would result in a spike. I got an email from a parent (who was a nurse) who read me the riot act about it. Believe me, we knew it wouldn't be

popular. But we are committed to safety on campus. It's not perfect but I'm thinking of the least harmful decision when it comes to spring. I do worry about mental health. We all need a break. I'm open to ideas. Maybe we would have snow days? What else can we do?

- Brian Yusko: Are there any circumstances you could see our campus going all remote? Some other K-12 and colleges are forging ahead in person anyway.
  - I was on call with governor. He said he was going to counties bordering on purple. It does recommend shelter in place with only critical travel. No one wants to do that. Our incidence and infection rate are lower than surrounding community. If we can maintain that, there's no plans for us to pull back. Its dependent on state. Around 9 million people have had it. That's probably 2-3% of population. If we thought there was a super spreader event on our campus, we would need to shut it down again. But I haven't seen that from state, local, or board level. We haven't forced anyone to have an on-campus class and we won't.
- President Sands: Second annual Veterans Day ceremony outdoors on the quad. Bring a warm coat and join us if you can.

### **New Business/Announcements**

- Karla: Planning to have the December holiday party via Zoom. December 7th 11:30-12:30
- Deborah Morin: Roslyn Wolfe lecture: Dr. Eve Ewing coming on November 13<sup>th</sup>; 9:30-11:00; registration is required. 110 already registered. Zoom link sent after registration
- Elena Andrei: Reminder for Common Read book club meeting. Next one is November 17<sup>th</sup> 12:00-1:00. Please register; link is in the flyer
- Molly Buckley: Support from CLASS and CoEHS, launching second cohort for Cleveland Teaching Collaborative. Share what you're learning from shift to remote learning
- Zac: CMSD passed the school levy by a large margin
- Elice Rogers: Congrats to Julia Phillips for distinguished faculty award for service

### **Call to Adjourn**

Meeting adjourned: 2:04 pm

Respectfully submitted by A. Yurick, 11-4-2020