



COLLEGE OF EDUCATION SENATE
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COE Senate Meeting Minutes

December 11, 2020

<https://umd.zoom.us/j/4805038845>

Meeting Schedule:

9:9:30 Senate anti-racism initiative ideas

>>> Discussion:

- Feasibility is an important issue
- Structure ideas according to (a) detect racism issues vs. changing issues & define goals and (unintended) side effects of actions
- Faculty-staff interactions: do the corresponding committees/groups explore/discuss racism issues and can/do we (senate) collaborate with them → doesn't seem so Could be addressed by the Difficult Dialogues Series
- Creating unintended microaggressions - we might not be aware of it -- materials/workshops might be helpful to get a better idea what and when microaggression occurs (→ there are resources on campus)
- Tackle different issues with Difficult Dialogues (e.g. microaggression) and Senate's anti-racist initiative (e.g., initiating workshops)
- YES vote for: (a) urge partners, together with Difficult Dialogues initiative, to focus and discuss/change in valuing of roles, with the goal of dismantling the underlying caste system and preventing microaggression issues
(b) use Senate's anti-racism initiative to provide workshops and support for culturally responsive pedagogy/teaching, including syllabi, (following ideas of the APT document)

9:30-10 Dean's update

- Spring Schedule: was announced - calendar didn't change (in particular spring break)
- COREJ has been launched (discussions about launching an equity audit across the college)
- Announcement about collaboration with Americorps -- will come out soon (MCERT and M.ed program)
- COE retreat: Jan 29 / Topics in breakout session--survey will be sent out / professional development opportunities for staff (staff support)
- Communication firm will be hired -- separate development and communication offices for more efficient communication / plan to hire a director for communication services / resources for staff/faculty/students
- Discussion about structure retreat and discussion topics for tables: strategic planning / COREJ & equity issues / breakout in small groups
- Goals of retreat: aim at better understanding of strategic COE planning (it's a team effort of us all faculty/staff/students/..) / participants should leave with a better understanding of different issues /

10 APT document review and discussion with Kimberly and Jennifer

- Broader options for demonstrating the impact of our work -- criteria about high quality scholarship is not changes but should amplify and broaden the impact
Provides more flexibility about demonstrating productivity & impact
- More clarity about mitigating biases regarding candidates going up for promotion
- Guideline for departmental APT documents / departments need to make clear what counts
- Discussion of comments added to the document
- Discussion on potential negative impact of social media use
- Student evaluations: do qualitative evaluations count as well (→ they should)
- Role of creativity (should not be cut out entirely)

10:45-11 Senate updates, table talk, choose your committee, and awards committee task

- Presentation of topics as suggest by departments (see below)
- Potential topics: challenges with COVID / UMDs research agenda (how do we fit in/ can contribute to campus initiatives, eg social justice work)
- Updates
 - Budget advocacy [letter](#) and co-signers update
 - Difficult Dialogues co-sponsors update
 - GOTV Collective Phase 2 update
 - January 22 senate meeting is still on! Just wanted to check if we can do it in the afternoon instead?
- Senate involvement in college retreat – Table talk
 - **Table talk topics:**
 - Staff only tables
 - From the Staff Affairs Committee
 - **Staff Mentoring/Working Groups**
 - SAC could sponsor or promote monthly working groups for staff in similar roles like travel, purchasing, kfs, etc. to discuss best practices and share ideas
 - “Shadow” a person: helps trying to move up to know which positions exist, can build peer-relationships with staff, can build a more uniform environment
 - Standardize certain practices but allow wiggle room within departments
 - **Professional Development**
 - Media writing, electronic forms, website best practices
 - **Work-Life Balance** (but with a different angle than UHR)
 - Provide tea recommendations (to relax, focus), hiking links (best trails for different levels), exercise links

- **Grievance Process/HR Policies** - could be a monthly workshop?
- Diversity table
- Ideas for other tables?
 - From HDQM Dept Meeting
 - Working Climate and Power Differential, particularly with faculty interactions with staff and students
 - How to manage stress and anxiety about our teaching, research, and service during the COVID pandemic
 - Maintaining and increasing community morale (this might be similar...or different...than the points above)
 - From CHSE Dept Meeting
 - How to become rich on what you got. Financial management and benefits
 - Covid coping
 - Racism coping
 - Instruction, student experience, and keeping students engaged
 - Supporting graduate students
 - TLPL Department meeting is during COE meeting, but based on informal conversations:
 - Managing COVID-related stress about teaching, service, and research- for staff & faculty in different career stages
 - Critical Practices introduced this semester via Teaching Tolerance Anti-Bias Framework
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- From the Staff Affairs Committee
 - **Civic engagement**
 - Drum up ideas for how to be civically engaged
 - Difficult amidst COVID-19, but the Maryland Food Bank is requesting volunteers to pack boxes and is adhering to social distancing guidelines - could form a group if we ask for interested participants?
- Committees - COE awards announcement needs to be distributed and submissions deadline set. Sign up for committees:
 - Awards committee:
 - Penny
 - Doug
 - Jade
 - Diversity/inclusion committee:
 - Colleen
 - Paul

- Kayla
 - Peter
- Sustainability committee:
 - Penny
 - Lisa
 - Candace
 - Jannitta
 - Margaret
- Faculty affairs committee:
 - Sarah McGrew
 - Olivia?
- Senate anti-racism initiative ideas:
 - **Ideas for initiatives internal to COE:**
 - **Student racist experiences from COE faculty/staff.**
 - Getting student voice.
 - Exploring implications of microaggressions and implicit bias
 - **COE Faculty/staff racist experiences with other COE faculty/staff.**
 - Exploring implications of microaggressions and implicit bias
 - **Creating inclusive classrooms in COE classes.** New APT document focuses on evidence re: creating inclusive classrooms; what is evidence for that? Are we thinking about course evals, etc. - as we identify areas to focus on, we need to think about what evidence we need.
 - Champion workshops on culturally responsive pedagogy (Gloria Ladson-Billings) and abolitionist teaching (Bettina Love)
 - Offer antiracist syllabi workshops for faculty and graduate student instructors of record (e.g., rethinking “seminal” texts, creating assignments that value experiential knowledge)
 - **What ways are we, in COE, promoting whiteness, silence, and fragility?**
 - **Ideas for initiatives external to COE:**
 - **Build on existing anti-racism resources for teachers.**
 - **Discussions about anti-racism issues.** Viewing short video clips or share thoughts about readings, Kendi’s book, stories - we could cover range of anti-racism topics
 - **Student racist experiences in schools during practica.**
 - Supporting students around racist/xenophobic experiences in schools on practicum
 - **Support for schools, educators, and families coping with loss due to COVID-19**
 - **Bigger picture questions around our focus:**
 - **Focus on Black racism only? All marginalized groups? On intersectionality, like racism against transgender people.**