



COLLEGE OF EDUCATION SENATE
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College of Education Senate meeting minutes
Friday September 11, 2020 from 9-11am
Zoom link: <https://umd.zoom.us/j/4805038845>

Attendees: Jennifer (Dean), Paul, Cixin, Candace, Jade, Colleen (Chair), Doug, Jannitta, Jennie, Margaret W., Olivia, Peter, Lisa, Sarah, Penny, and potential grad student senate reps: Shannon W. & Kayla B. (notetaker & COE GSO President)

Senate meeting minutes brief outline (see detailed notes of the meeting below the outline):

- Senator introductions
- Dean's update
- Senator roles
- At-large, staff, and student senate nominations and votes
- COE Senate Chair Elect and Secretary needed for this year
- COE Senate summer budget advocacy letter to President Pines and University Senate chair
- Difficult Dialogues series
 - October dialog session addressing how the COE and departments can move toward equity in whose roles and work are valued.
 - **Senate votes on our sponsoring this dialog session in October and a Difficult Dialogues monthly series.**
 - **SENATE VOTED IN FAVOR OF OUR SPONSORING BOTH THE OCTOBER AND THE MONTHLY SERIES**
- Senate brainstorms anti-racist action/initiative by COE Senate for this year
 - We can vote on ideas at the October senate meeting
 - IDEAS RAISED:
 - Colleen: concerns about equity re: staff feeling pressured to put themselves at risk by being required to come to campus; different departmental expectations are a concern too
 - Peter: reading about issues; viewing short video clips - share thoughts about readings, stories, cover range of aspects
 - Penny: should antiracism be particular group, question? And also focus on other forms of discrimination and equity (e.g., gender) - focus on intersectionality
 - Margaret: students feeling targeted by professor; does the COE have a way to talk through issues for students? What is role of instructors in situation like that?

- Colleen: supporting students in practica experiences
 - Kayla: incorporating student voice
 - Jennifer: new APT document focuses on evidence re: creating inclusive classroom; 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
 - Brainstorming more next meeting; maybe voting on initiatives in next meeting
- Input on COE Assembly meeting September 25 (11-1pm) agenda
 - Dean's state of the college
 - COE Senate update and initiative
 - Split into three groups to discuss and give input on:
 - Teaching innovation
 - Diversity, Inclusion, Engagement – Anti-racism within and outreach from COE
 - Get out the vote initiative in schools
 - **THE SENATE SUPPORTED THE ASSEMBLY AGENDA. We asked by email afterwards for each senator to sign up for one of the 6 assembly breakout sessions as a leader or note-taker.**
- Brief overview of each committee from COE Senate steering committee members: Awards, Diversity, Sustainability, Faculty Affairs, Staff Affairs, and Student Affairs
 - *New senators: Please sign up for your committee of interest on drive
- 10:30-11am COE Get out the vote initiative
 - Lena Scott came to speak to us and led discussion of the senate's potential partnership on the COE Get out the Vote initiative
 - Faculty of Color representative Ebony Shockley comes to describe their FOC discussions thus far and how we can support their Get out the Vote ideas
 - Next week we would like to have a COE-wide zoom meeting about the COE Get out the Vote initiative to get participation and organizing commitments
 - **SENATE VOTED IN FAVOR OF SUPPORTING THE GOTV EVENTS**
 - We asked, by email afterwards, for a senator representing each department to volunteer to represent the senate at their department meetings to increase participation and organizing efforts.

DETAILED MINUTES:

Dean's update:

- Good to see everyone
- Senate is a valuable group, representative of college; good sounding board/group of advisors
- Racism, COVID have put COE at forefront of issues
 - Reopening plan sent out last month: bringing back faculty, staff, researchers
 - Trying to keep it around 10/day - did equity analysis of who to bring back when
 - Plan needs to evolve over time with changing circumstances
 - Have been keeping electronic log

- We have electronic schedule of who is in the building when
 - Building has been carefully prepared (e.g., occupancy signs, hand sanitizer)
 - No classes happening in Benjamin this semester
 - Expanding partnerships with school systems to help with online teaching
 - Research projects/grants to support teaching and learning amidst COVID
 - Ongoing series of antiblack racism - across country and in our midst
 - Need to embrace values related to diversity, equity, inclusion, social justice; need to be explicit about antiracism
 - COE has been leading the way with campus conversations; we're ahead, but not necessarily where we should be
 - Reformulating APT policies
 - Changed hiring policies - Jennifer stopped 3 of 9 searches last year because of lack of diversity
 - Pushed back on admissions decisions that haven't reflected our diversity
 - Steps toward diverse curriculum for students; diversity series for MCERT students
 - President Pines asked for Colleges to share list of ongoing social justice initiatives: centers, research initiatives, individual research, curriculum, courses, service activities
 - Bottom line: we're doing a lot, but we're not doing enough *yet*
 - Taking feedback from staff, faculty this summer
 - Working on developing capacity and trust, sharing stories of issues that we need to be dealing with
 - Charged units with at least one initiative related to diversity, equity, inclusion, social justice
 - Adding lever of accountability
 - Working on new structure for leadership on diversity, equity, inclusion - announced at assembly later this month; putting together a council that is representative of different people/units
- 3 big ideas Jennifer is nudging forward:
 - Educator pipeline: rethinking this in virtual environment; preparing teachers to be innovative, mitigate inequities, be responsive to trauma; doing that in person and virtually; recruiting and preparing diverse educators
 - Civic education initiative: civic education for a diverse democracy; hired Lena Scott to help lead this initiative; getting out the vote; be involved in presidential election
 - Intersection of education and technology: relevant now more than ever; leverage technology so that we're preparing educators to use this and we ourselves are using it; but not sacrificing humanity of education
- Questions/concerns:

- Penny: observation - on campus on Wednesday and people may not want to use hand sanitizer because of texture of it - so this may be deterrent for people who want to use it
 - Jennifer: will pass that feedback along
- Jannitta: comment - concerned about budget initially, but felt very grateful after town hall with President Pines yesterday
 - Jennifer: Deans/President looked at several options; Deans pushed back on furloughs, started looking at different models of pay-cuts; tried to limit pay-cut to administrators because it seemed like the right thing to do; COE has healthy fund balance, but can't really spend this year because of COVID/may see cuts; glad we hired faculty last year; still need to hire administrative staff; Deans have pushed back on "covering athletics" - we should be acting as "one university" but also need consistency with message of academic/athletic funding
- Jade: question - What are we doing about school partnerships/research?
 - Jennifer: we're trying to be supportive partners and also using this as opportunity to build good will; e.g., helped design PD networks in PGCPSS; trying to find ways to reach out researchers who can build practice-research partnerships; e.g., curriculum in Anne Arundel County; trying to work with county partners on tutoring opportunities; e.g., President Pines asked if we could coordinate college calculus course for students who don't have access to AP - cohort of 40 students are starting next week - can also tether this to our educator preparation programs; state call for collaborative research (MPOWER) - didn't see us jump at that opportunity - we should pivot our research to be responsive to current/ongoing needs, if possible
 - Research meeting with Laurie Locascio last week: schools were on list as vulnerable space/lower priority - COE pushed to move school-based research to higher priority
 - Jade: hard to work with agencies who are funding projects, lots of negotiation/navigation required; sometimes hard to respond to calls in time of uncertainty
 - Jennifer: funding agencies should be flexible; Laura/ORI can help if you run into difficulty; COE had record-setting year re: external funding, so we should reach out if we need help
 - Jade: lower indirect rates would be helpful (e.g., for hiring graduate students); would help if rates were lower for mostly off-campus work, but received pushback
 - Jennifer: we'll continue to push on this, have already done so in the past; we've requested differentiated indirect rates to no avail, so far; COE/departments did step up to fund graduate students to make sure all had safety net, if needed

- Doug: considering equity issues with regard to staffing - what can we do as a Senate to help Dean's office mitigate issues?
 - Jennifer: staffing policy was negotiated all summer; we wanted to have space to ramp up or pull back - left this up to departments and units; also questions about faculty being there - this might depend on units; policy - we'll revisit issue at end of month; conversations should be had within units about equity

Senator roles:

- All have been added to Senate drive
- Plan of organization outlines roles

At-large nominations and votes:

- Spread the word!

Senate chair:

- Consider running for chair elect and secretary

Budget advocacy letter to President Pines:

- Communication from campus about budget wasn't transparent
 - Letter pushed for principles driving budget decisions; being transparent/consistent re: budget decisions; knowing who to contact with concerns
- Could use this format in the future
- President Pines and others were largely responsive, shared guiding principles - but hopefully webinar yesterday re: budget is sign of more transparency
- Jennifer: this made a big difference, thank you!

Difficult dialogue series:

- If we wanted to sponsor this as a Senate, we could get funding for facilitators
 - E.g., thinking about October series that could start addressing problem of differential valuing of people's roles in academia; could address how COE could move forward with valuing more equitably people's roles in academic work (e.g., tenure-track vs. professional-track faculty; students vs. faculty; exempt vs. non-exempt staff)
- Vote about whether to begin this series and whether to host the above session
 - Penny: how would this work? Voluntary attendance?
 - Colleen: haven't figured this out yet, would work with facilitator to find out how to make it most productive/healing
 - Candace: Senate should determine level of engagement (e.g., voluntary); with regard to design/format - usually a scripted with regard to expectation, pushes bounds of what to expect in inclusion/equity dialogue, serves to facilitate discussion between people across different roles - heavily based on people

talking and asking questions, happens in small groups (e.g., 8-12 people) and guided by facilitators

- ColleEn: we'd probably not require attendance, but want to get word out to get as much attendance as possible
 - Colleen: move to vote that Senate sponsors difficult dialogue series
 - Candace: second motion
 - Raise hand if in favor: majority support
 - Colleen: move to vote on October dialogue session about valuing roles across the college
 - Cixin: second motion
 - Raise hand if in favor: majority support
 - Colleen with reach out to Kimberly Griffin and Jennifer
- Jennifer: as you move forward, leverage group read of Ibram Kendi's book; also consider first year book for UMD *Weapons of Math Destruction*; also use our faculty who are experts

New senators:

- Sign up for committee on google drive

Input on COE Assembly meeting:

- Senate co-lead's assembly meeting and offers input
- Thoughts on tentative agenda:
 - Peter: three groups might be rather large - could we do breakouts within three large groups?
 - Colleen: agreed - breakouts might be more productive
 - Penny: are people signing up in advance?
 - Colleen: will consider this before the meeting
 - Doug: will there be guiding questions, prompts, facilitators for groups?
 - Colleen: we haven't gotten into procedural elements yet, but great idea to have these structures; maybe senators can lead groups
 - Jennifer: notetaking is critical, also helpful to have 2-3 questions to answer
 - Colleen: maybe use same notetaking system as retreat
 - Jennifer: share that what was said at prior retreats informs what we're talking about at assembly

Brainstorming antiracist action/initiative:

- What does the Senate want to do for at least one antiracist initiatives this year? (e.g., difficult dialogues)
 - Colleen: concerns about equity re: staff feeling pressured to put themselves at risk by coming to campus
 - Peter: reading about issues; viewing short video clips - share thoughts about readings, stories, cover range of aspects

- Penny: should antiracism be particular group, question? And also focus on other forms of discrimination and equity (e.g., gender) - focus on intersectionality
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- Brainstorming more next meeting; maybe voting on initiatives in next meeting

Get out the vote:

- Lena Scott, Ebony Terrell Shockley joining meeting
- Jennifer: this is a unique moment of mobilization; our connection to schools position us uniquely to promote election participation; we're trying to grow civic education initiatives in COE
- Lena: background in civic education and teaching for civic engagement; most work focused on preparing teachers to support student civic engagement; we're doing a lot as a college, but want to do more; want to elevate our collective work and would love to hear ideas; Ebony and colleagues have also been working on this; let Lena know what she can do to support collective efforts
- Ebony: Executive Director of Teacher Education, appointment in TLPL; faculty of color group in COE (more than 20 members) is advocacy group; conversations about engaging community in voting process; group wants to work with student groups - esp working with young students about where, how, when to vote, unpacking misconceptions about voting
- Jannitta: wanted to find out how she could give back to community, serve as election judge, etc.; we have assistant coach in athletics working on election involvement with - connecting with him about how we can get involved; communicating voting information on COE website - should get this info out now; assistant coach will communicate plans with us re: how to get involved; getting word out to students, staff that we can take admin day on election day - could students also be exempted from class?
- Jennifer: let's think about ways to support this, not just say we support it; opening more polling locations, recruiting election judges in Anne Arundel County - huge turnout; will talk to others about releasing classes
- Penny: consider offering asynchronous classes one day, rather than excusing students from classes
- Sarah: yes, thinking about asynchronous classes; re: information-providing - educating people about finding out/interpreting election results
- Lena: Xfinity center added as early voting and election day polling place; also share early voting opportunities with students; information we provide needs to be clear, easy to synthesize (e.g., where to vote, when to vote, requesting a ballot, how to be an election day worker); provide information but do it in a succinct way

- Ebony: getting to bottom of what barriers are and providing information about those; streamlined, clear information with links on COE website; also think about asynchronous classes on voting day
- Doug: be mindful as faculty and staff about assignments given during voting week - allow flexibility for late assignments; encourage students to vote
- Colleen: hoping that if we vote to support this, we can get this initiative off the ground soon - town hall on 9/17 (constitution day); involving high schools in the area - think about partnering with schools - also think about competitions
- Jennifer: Audrey Hill is ready to receive info on election participation, so start setting up meetings with Audrey to guide her through what we need; make sure events are on COE calendar on website
- Lena: circling back to competition - there are national resources that track student voting and we can aggregate data - we can see how COE student voting compares with other colleges; might use this as an angle
- Ebony: using social media outlets
- Colleen: move to vote on whether or not we want to co-sponsor get out the vote initiative with COE and faculty of color group and GSO
 - Jannitta: second motion
 - Majority supports

Closing:

- Heartening to know that we're taking action!