

## Agenda (10/10)

- Welcome
  - coesenate@umd.edu up and running... Rachel will continue to use it next year... so feel free to use it and share it.
- Review COE Senate Role & Responsibilities (Plan of Org)
  - Discuss broad goals for the year
    - Walk through the CoE Senate website, including the plan of organization.
    - Slides 3 -5 (Plan of Organization) pulls directly from the Plan of Organization
      - There is a disconnect between the role of the CoE Senate outlined in the Plan of Org and the reality of the work of CoE Senate. Need to figure out
      - No historical documentation in Google Drive
      - Challenge around continuity of leadership– institutional knowledge is lost.
      - Need to gain a greater understanding of some of the roles (ie: just informational or meant to give feedback)
- Introductions (USING THE NAME SPINNER)
  - Who are you? (name, role, how long you've been here)
  - Who do you represent?
- Dean Griffin's Thoughts/Share Out
  - Fall Assembly- official first meeting
  - There's a lot happening... (load associated with managing chronic stress and pain)
    - Important to hold the stress/pain, but celebrate success and focus on goals
    - Provost, President, and other Deans... continue to feel supported
  - Three rings: CoE, State & Federal Landscape
    - LOCAL:
      - CoE: pinning ceremony (10/9), lovely night
      - Capital Campaign to launch on 10/30: Always raising money, but identified five key areas - 1) MILE, 2) Maryland Democracy, 3) the Benjamin Building (raised \$ 3.5 million last year on ideas and vibes), 4) AIR Hub, 5) TeachForward (any student in an internship year would not have to pay tuition)
      - Enrollment-focused conversations with individual units (especially MA)...
      - Workday: A recent conversation highlighted challenges with the system. Need to figure out how to make some additional adjustments-
    - STATE:
      - The news is that no new money is coming in, but it looks like the planned cuts for winter and EoY may not happen.
    - FEDERAL:
      - We are staying 'steady'
      - AERA meeting of research-focused Deans- provided some context and possible ways to move forward
      - Education Council
  - Questions for Dean
    - Have there been any cuts to DEI programs in the COE?

- No cuts. Being more strategic. Gave example of Holmes Scholars program (AACTE), conversations with COREJ
- Review “HW assignment” (Constituent Landscape, Voices from the College)
  - Identify commonalities/set priorities for the year
  - **How will folks keep in touch with constituents?**
    - Julian: familiarize with all College of Education programs, meet other folks, maybe consider Office Hours, challenge of # of programs, size of programs, working professionals (PT students)
    - Ana: survey to send to undergraduates; tap into advisors during mandatory advising sessions, newsletter
    - Brianna: Staff Affairs Committee; how to tap into staff who don’t show up or the quiet people; use network
    - Rachel H: stay curious, move throughout lots of different spaces, once the Senate has a more defined role... anticipate being able to direct folks to Senate or other places more
    - Meghan: How do we represent all voices? (Not just the loud people)... I love surveys, but how else can we tap into folks to avoid the “not just another survey”... build intentional opportunities into already existing spaces
    - Younger: siloed nature of doctoral students... thought about HW, but didn’t do it... echo Rachel H sentiments about the benefit of having a clearly defined role of the Senate, ALONG with direct connections to Doc students
    - Brianna: past representatives have tailored the minutes of meeting to individuals needs/interests
  - **Voices from the College (what did folks learn? What do people already know?)**
    - Brianna: for the awards, they are super specific, but consider adding other ways to recognize folks doing things for CoE
      - Shout-outs and ways to elevate folks
      - Timing- maybe in the monthly newsletter
        - [Loren Jones](#) ... reach out to Natifia about the timing of newsletter.
    - Brooke: advisors are amazing... so on top of things (shout out); instructional hires in Elementary Education & PDS partnerships are strong (strength has allowed for more flexibility for both schools and UMD)
    - Rachel R: *unsure if Senate or Department issue...* budget issue... it hurts... opacity around how decisions were made, voices not being included/consulted. Example: fund balance freezing... it was equal, but not equitable in the department. (Example given Chair/Dept focused not Senate)
      - Rachel H: Could the role of Senate be building space for communication?
    - Brooke: 1) enrollment & recruitment (difficult)... adding the role of recruitment to the job unofficially is a lot; some events are great and others are not great; 2) funding for interns (full-time... other work opportunities pretty much impossible)...
      - Rachel R: reduced tuition during final year (parallel to doctoral students once they advance to candidacy)
    - Dean Griffin: I like complaints... different from complaining.

- Evolution of idea to funding internship year: MHEC mess helped motivate the idea around funding; also how do we ‘market’ this to possible donors; Recruitment (outreach, admissions & yield)... we only control the beginning and end...
- Review Google Form (COE input)
- COE January Assembly - Brainstorming Session
  - COE Senate to lead community building activities, whole group session
  - Breakout Sessions - ???
    - 2hrs at Stamp Atrium... community building, cheesy fun Senate activities & breakout PD sessions
      - Enhancing well-being
      - Making AI work for you
      - Academic freedom in your work (GC & TLTC)
      - Innovations in teaching & learning
      - Strengthening equity and inclusion across your roles
      - Other:
    - Programming that meets the needs of all groups (Staff, faculty)
    - Brooke: Break-out sessions cross-group interest combined with individual interests
- Updates (for the purpose of sharing information only)
  - University Senate approved several policy updates, new degree programs (**none from CoE**), and 2025–26 committee slates; and staff award honorees were announced (Anisha Campbell...Exceptional Contribution for Terrapin Teachers).

### Potential 2025-26 tasks for Senate

Providing guidance on next steps for COREJ - Mary to present to Senate?

Capital campaign - provide guidance on strategy, priorities - Kimberly + Kurt to present to Senate?

Providing guidance for PTK policy revisions - ?

### Task #1: Map your “Constituent Landscape”

In light of your role in the College, please think about the following questions -

- Who do you represent?
- How will you hear from them regularly?
- Who are key allies or resources within that group? What about folks who are quiet?

### Task #2: Voices from the College -

Please talk with your constituents and solicit feedback on these questions to help us get a better understanding of the current climate in the College. *Note: You do not need to have a response to each sub-question - they are simply there to provide some additional guidance.*

1. What’s going well?
  - a. Which programs, services, or initiatives have made a real difference?
  - b. Are there faculty/staff who deserve recognition?
  - c. What has improved recently that should be continued?
2. What are the problem areas?
  - a. Are there any services or supports that feel inaccessible or unclear?
  - b. What is falling through the cracks or being overlooked with everything else happening?
  - c. Are there communication issues?
  - d. What policies or practices feel outdated?

3. What's one thing the College Senate should start doing this year?
  - a. A new idea, initiative, or resource that would make a difference