Minutes:

- Dean’s update
  - Feedback on college assembly
  - President Pines - launch of strategic planning (inclusive) is coming
  - Covid response - reduction of staffing and awaiting next steps
  - Also briefed on thinking about campus budget - a new structure for “big asks” (Dean Jen thinks it’s a “great idea” - this is for increases in base funding (recent change in Mcert status is an example)
  - Push pull of fund balance (will explain if needed)
  - Attentiveness to care of students during covid - now going on a year - we need to be attentive and as “responsive as we can be”
  - Based on surveys need to be attentive possibilities more zoom/office hours as standard practice
  - Faculty being honest about their situation
  - Faculty flexibility re: scheduling etc...
  - Faculty listening
  - Shout out for Civic Engagement (Maryland Coalition for Civic Education) meeting
  - Dean’s Lecture on education and society (exclusionary factors associated with specific populations)

Question: (Jannita) Did campus receive info about vaccines? Campus is working on it Discussion and tips for getting vaccinated - Andrea D. Norris will send out resources

Question: (Colleen) Please explain push/pull fund balance - what was your impression of decision making process?

The system has a fund balance (sit at every unit ) but is part of system so the system has control. FB tends to be used as collateral to get good bond ratings for capital improvements. Important that we maintain and grow FB, Each year budget for higher ed (one of largest of state budget) legislature looks at FB and says “you're sitting on a pile of money in College Park” so they say no to more money BUT, the system won't let us spend money. Dean Jen has “struggled with this for years” would like to use for things that would help our faculty. (For example, communications operation on the College of Ed)
Question (Colleen): Other universities with large endowments, just curious how is FB different than endowment? CoE does have an endowment. The difference is that FB is part of state budget and endowment is a foundation budget (the endowment sits in the foundation), states not looking at that - we’ve been growing the endowment. Note Pres. Pines education is “all over” his research priorities - could be good for our college.

Andrea: “Might you want to mention ‘Giving Day?’”
Dean Jen asks us to plug where we can

Question: Colleen “I assume you didn’t hear about budget process”
Dean Jen describes more about the funding process - “we should all be in on these conversations” she asked how broader stakeholders will be involved in this (budget) process. She believes the response was that “we need to be careful” and that the most informed should be in charge of these decisions. She doesn’t think that there’s a “real appetite” for involvement. Notes how complex the process is although input and shared governance are “important values but how they translate into a budget making process is complicated.”
Colleen responds: problem of stakeholders being “shut out” - advocates for some sort of representation. Jen responds: Why would this not be the responsibility of your dean or chair? Colleen “you guys represent us - but where’s the shared governance...?”
“We’ve seen now how little formal shared governance and feedback” there is- Jen says, “That’s the fault of faculty, staff(?) and students” because they’re not participating in shared governance. Colleen notes increasing transparency “maybe it will move forward” Dean Jen: “sometimes these things need to be (?) from below” - noting the importance of shared governance.
Dean Jen - Notes part of new plan is to have Maryland Finance Committee to help with complicated budget issues. IT IS COMPLICATED!
Colleen acknowledges that Dean Jean has been talking in a systemic way about out students mental health

- Senate topics
  - COE Staff affairs committee update (Penny)
    Email will go out this afternoon with an update on new activity - hope to do an informal weekly gathering with staff.

  - Awards committee update (Doug/Penny)
    Penny: “I think we’re at 17” nominations but none from HDQM
    Paul acknowledges hard work of Andrea, Jade, and Penny
    Will talk about extending nomination deadline - decisions will be made in April about Ceremony.
    Colleen: What areas have not been nominated?
    Faculty mentoring, outstanding alumni, outstanding alumni volunteer, outstanding masters student
Andrea says there’s room for nominations across the board
Colleen asks about contacting alumni office
Doug and Penny will continue to brainstorm

○ Diversity/Inclusion committee update (Paul/Kayla)

Kayla: No updates - will touch on this later
Colleen: Has shifted beyond committee
Paul: “Roger...wants to participate as a faculty member not a facilitator”
   “What do we do? What’s the content area?”
Editorializes “We’re in a pandemic” - notes profound challenges.
Colleen notes caste system that is in place
Colleen updates “consensus has been to focus on micro/macro aggressions interpersonally:- this spring will be collecting data, reaching out to different stakeholders to get more of an understanding of what’s going on in these “racialized” settings(?)
Candace: Should identify facilitate training of faculty, students, staff to learn how to participate and lead difficult dialogues

○ Sustainability committee update (Jannitta/Lisa)
Webpage and connecting to pre-existing campus-wide efforts
Penny explains process for getting certified as “platinum”
CYC would be good to look to for leadership on this ...

○ Faculty affairs committee update (Olivia/Cixin)
Olivia - no updates
Sarah - we talked about… diversity and inclusion goals in terms of our teaching -
1) Collaborating with TLTC to infuse diversity into existing courses
2) Support faculty to address inclusion in their teaching statements
Candace: full support of these plans -
Kayla suggest sharing syllabi
Andrea suggests talking with Kimberly about organizing sessions “see what she would envision…”
Kayla brought difficult dialogue to GSA meetings - response was to ask who are they for? There’s support for pushing anti-racist practices at various levels...
Colleen - will raise the grad students interest at future meetings with Candace etc,
Doug (Laura trackman and ? as good contacts in HDMQ)
Colleen: coordination across college is important - suggests mentorship available through TLTC
Check ins with students and faculty warm line

Colleen appreciates advocacy of Dean Jen
Faculty/grad students can call warm line (even without release of info form) with any concerns that we have about students. Both Health Center and warmline folks will follow up with students.
Would like to take some time on this at next assembly meeting
Colleen - thoughts on line between professorial role and mental health helper?

Budget advocacy letter sent
No response

Promoting equity in admissions and evaluations - Invite Associate Dean Kimberly Griffin to next Senate meeting?
Colleen says “yes to talk about what Sarah McGrew was saying…” and ways to weave equity into process of apt(?)

- GRE/SAT/ACT and admissions
  Raised via “Courage” - don’t know acronym

- Student evaluation bias against faculty of color
  Margaret: suggest putting in reevaluation for using evals to do things like merit reviews
  Colleen: “Love this idea” Let’s keep on brainstorming
  Colleen: decision has been made not to do merit review this year.
  Doug: On Courage committee (with Kim G.) they’re looking, as in HDQM, trying to gather data on grad/undergrad admissions for BIPOC relative to other groups.
  Colleen: Is this part of racial equity
  Sarah: Notes TLPL wants to invite Kimberly as well - suggests communicating to help spare Kimberly being pulled in 100 different directions.
  Doug: coordination would be good but it’s (GRE) a “sensitive nerve” in HDQM.
  Colleen: yes, struggling with this - notes McNair scholarships and how some people do Doug wants to talk about what COPE has done
Senate committee members meet, review goals, and add action items to our meeting notes

- Awards committee goal: To make the awards process and event happen by April 30 College Assembly
  - Doug (Steering Committee member)
  - Penny (Steering Committee member)
  - Jade
  - Andrea
  - **Action item by 3.26.01:**
    - March 1, 2021 - Name(s) of the individual(s) nominated (or self-nominated) due to the Dean’s office (extended to March 5, 2021)
    - March 22, 2021 - Nomination packets due to the Dean’s Office
    - March 23-April 1, 2021 - Awards Committee will review and score nominations packets
    - April 2, 2021 - Awards committee will meet and finalize scoring with the goal of having the full slate of awardees selected
    - April 30, 2021 - Awards presented at the College Assembly

- Diversity/inclusion committee goal: To facilitate the spring Difficult Dialogues series
  - Paul (Steering Committee member)
  - Kayla (Steering Committee member)
  - Peter
  - Colleen
  - **Action item by 3.26.01:**
    - xx

- Sustainability committee goal: One sustainability initiative for the spring
  - Jannitta (Steering Committee member)
  - Lisa (Steering Committee member)
  - Candace
  - Margaret
  - **Action items for 3.26.01:**
    - xx

- Faculty affairs committee goal: Facilitate spring workshop(s) and support for culturally responsive pedagogy/teaching, including syllabi, based on new COE APT
  - Sarah McGrew
  - Olivia (Steering Committee member)
  - Cixin (Steering Committee member)
  - Colleen
  - **Action items for 3.26.21:**
• Action items for 3.26.21:
  o Reach out to Renee Garraway/Lauren Trakhman about syllabi efforts in HDQM
  o Reach out to TLTC about hosting a faculty workshop later in spring (just to gauge availability/process for now)