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 PGCPS; 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/negotiation required; sometimes hard to respond to calls in time of uncertainty
    ● Jennifer: funding agencies should be flexible; Laura/or 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
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
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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

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!