

**COEHS Meeting Minutes**  
**Wednesday, September 16, 2020**  
**1:00 p.m. – 3:00 p.m.**

**Call to Order**

Faculty Secretary – Amanda Yurick

**Approval of August 19, 2020 Faculty Meeting Minutes**

See attached minutes

- Kathy Little noted Doug Wajda's name was spelled incorrectly in August minutes

**Update from Subcommittees on Interrogating Teaching and Learning structures in Pursuit of Equity and Social Justice**

- Subgroups looked at handbooks, petitions, admissions, grade disputes, licensure exams, and interventions for struggling students
- Effort is to examine how accessible information is to different groups of individuals
- CSU website and program sites vary with transparency and accessibility
- Outdated info on CSU site may disproportionately adversely affect students of color
- Currently looking at which data need to be explored further
- (Molly Buckley) Identified three major themes:
  - Course/programs/departments syllabi examined for authors and content from authors of color
  - Strategies/resources: What do we already have/do? How do we develop additional tools/resources
  - Attention to process: Examine nature of the work/ Carve out spaces time for dialogue and multiple voices within the college. Need to isolate definitions of social justice
- (Adam Voight) Part of dissemination team. Has not yet met. Will look at highlighting equity and inclusion within the college
- Team discussed options on the website to feature college work and greater Cleveland and K-12 community. How they weave social justice into current work
- Explore how the Center can get the word out to the university community and greater community
- Will contact the other working groups in order to produce newsletter with highlights
- Meeting with Claire Grantier for methods to share information digitally

- (Elena Andrei) Student success, persistence, retention. Met three times. Discusses barriers to student success. Will meet next on September 23 to further focus the following themes discussed:
  - Common barriers to success
  - Giving enough info and supports to students? Advising practices?
  - Aspects of our programs that are inaccessible to students of color
  - Economic challenges/childcare
  - Future initiatives to support students: program offerings to support target populations, mentorship programs, etc.
- (Melanie Caughey) Transparency as a college is important. What can we do to understand the “unspoken rules”?
- What existing data can we use that already exists? What data do we need moving forward?
- Will create survey to gather new data
- (Crystal Franklin) Mission/Vision. Identify key questions: How to create responsive reflective practitioners? Issues of race/equity?
- Five core values: Promoting healthy society. Promoting healthy earth. Passionate leadership.
- Would like to maintain current mission/vision while adding these new concepts
- Looking for data that will drive our core values
- How will we evaluate if this is really working? How do we hold ourselves accountable?
- (Tachelle Banks) Thanks for work and diligence. Respect for each group developing their own process
- Noted that subgroups have data driven approaches
- Move toward actionable approach as the data informs
- Talked to Adam Voight related to dissemination efforts related to rebranding ourselves around social justice efforts
- Next meeting in October

### **College Update (Sajit Zachariah)**

- Last year did CACREP update
- Thanks faculty involved in spa submission that went in yesterday (9/15)
- Thanks Brian Yusko and Heather Gallacher
- February 1<sup>st</sup> get response from CAEP
- Remember to do daily health assessments. Only 50 people did is yesterday, though there were many more on campus yesterday
- If departments/centers need signage, call print shop. You can get signs to post in suites, office doors
- They will begin random testing of 75 students/week (10% per week)
- Spring schedule is underway. Chairs will be in touch with faculty related to preferences. President/Provost will make fundamental decisions related to direction. Then we will move toward getting schedules done

- Enrollments significantly down for spring. Possibly due to students waiting to see how schedule and plans for spring unfolds
- Fall is going pretty well. Any concerns of faculty and staff, please share with dean
- AAUP contract extension approved by faculty. Tomorrows goes to Board of Trustees.
- Faculty leave applications coming out soon. Must be in seventh year to apply. Deadline is 9/25/20

## **Discussion on CSU 2.0**

- Report came out Monday. We have three weeks. On October 9<sup>th</sup> website for feedback will close
- Website allows feedback to every individual recommendation
- Five Task Forces. This report is the results from academic taskforce. This is because there are many issues around governance
- Each task force had members of AAUP and Senate
- Three working groups: Restructuring of Colleges/Departments; Workload/Class Sizes; Structure of Provost Office/Library/Research Office/Graduate School
- Each group has now provided recommendations which is what now constitutes the CSU 2.0 report
- Provost office feels important to take memo from Colleges. Zac spoke with Karla (chair of FAC). Suggests FAC may be involved in taking feedback from faculty to write response on behalf of College. Due date for this memo to Provost is October 9<sup>th</sup>
- Zac feels not appropriate to be heavily involved in writing the response (acting as dean or faculty gray area). Zac will step back from writing that response and defer to FAC as this may be the ideal path to send our collective response
- Three members included on committees (Zac, Karla, Marius)
- Restructuring outline are recommendations only. Faculty can identify aspects they prefer and do not prefer of each proposed structure. Feedback is important
- Stay engaged in this process. Faculty at the programmatic level know what is best for their program
- The synergies new structures bring is very important to the university. Identify ways different restructures can bring growth. Keep aligned with the research and current trends
- I understand junior faculty may experience level of stress related to this restructure. We will make sure there are protections for everyone as necessary. We will address those concerns
- Chairs have organized various ways for faculty to communicate and have conversations about this topic to provide feedback to the provost and task forces
- Questions:
  - (Joanne Goodell) All restructures College of Ed is subsumed. There is no clarity in administrative structures. Was there any discussion about that? It's pretty vague. Hard to know what we're losing and what we're gaining.
    - (Zac) Marius might be better able to respond. Three out of our four depts. Are in large umbrella of education. There were pieces of

CASAL that were not fully addressed. We need to bring that to forefront in the feedback. Parts of HHP will go to other units (sports management going to business school. Exercise science will go to Health sciences). There wasn't clarity about community health program in the report. This is the type of feedback we need to give. Once we identify which of the proposals we prefer, we can clean up those other details. Administrative structure would only need to be determined at a later date. After decisions are made about internal structure (e.g. schools/departments etc). (Marius Boboc): Focus on academic restructuring followed guiding principles: enhancing research productivity, capitalizing on synergies focused on community work, creating new identity that CSU can stand apart from other peer institutions, creating efficiency/savings. These principles guided the task at hand. We have representations from all units (other than nursing). We looked at how to reassemble to Colleges that makes sense according to disciplines. When discussing single department colleges, we need to counterbalance against Colleges with more departments. We needed to consider all those features. For example, with Urban, we tried to identify what makes sense to couple with them. Interest in creating health-related brand (references initiative with Eric Fingerhut). But Kent beat us to it. One approach took the angle of community health. Another looked at angles of Urban with Education (clinical work). We are just trying to determine which make sense at a broad level. Then we can look at more discrete levels (departments/programs)

- (Elice Rogers) You have highlighted institutional transformation. I am interested in physical transformation (buildings/office). Also, who will I have to become in my personal transformation. Given this entire process, how do you see this timeline?
  - (Zac) in the immediate sense, I don't think early on physical moving will be a focus. Don't start packing your office. The majority of our college, given faculty feedback, I don't think there will be huge impact on our physical space. The timeline we have (Judy Ausherman also asked in chat): We have until October 9<sup>th</sup> to provide feedback. Then task forces take feedback and then try to compile final report. Then President hoping to take to Board of Trustees on November 19<sup>th</sup> board meeting. Once that's done, then if all approved, everyone will need to have conversations with faculty senate. From governance standpoint, do we do this at individual level or collective level? Goal is to start fall 2021. Looking at number of classes that did not meet minimums but still ran. If you canceled all those and hired part time faculty, savings could be close to 2M. (Joanne Goodell: How much would you lose in tuition). If you merge two colleges, you only need one dean, not two. But still responsible for the salary even if the other dean goes back to

faculty. Depending on what the ultimate decision is: the savings will be based on that. The math will be based on decisions we make

- (Karla Hamlen) FAC met this morning. We are willing to come up with response from college faculty. We didn't realize how fast turnaround is. If each department can meet within the next week or so, the reps from each department can compile voices from departments. If that's what everyone would like.
- (Anne Price) What about professional staff? Can they weigh in?
  - (Zac) yes. All can use the website.
- (Jon Messemer) What if we have programs within programs? Would they stay separated?
  - (Zac) That would be decision of program faculty. That is too much level of detail. That kind of detail may not serve us well. We certainly need to think of ourselves as cross disciplinary. (Marius) One way to approach our proposals is from our sense of identities. I came here for focus on urban ed. Urban ed is a large component of our research/service/teaching. If that is central to our identity, let's see which of the five proposals accommodates that identity the most. If none, lets collectively come up with a different idea. Maybe as an academic unit we can offer something unique. We also have to remember to use language that recognizable to future students. If we dispatch this to outside world, it has to be understood by those in community and outside world.
- (Zac) In terms of how this will impact accreditation, it's something we have to factor into this. Not sure if President Sands will hold townhall meeting. If it arises, I imagine he would be responsive. Sharon's concern about colleges joining with each other, it is a huge concern that smaller units feel that they may be lost. As a College, we are fairly large. Not huge, but not small. Most of the proposed combinations have us together. But clearly that is always concern for smaller programs.
- (Judy Ausherman) Any discussion on gen ed changes? (Zac) Yes it did come up. Most proposals refer to the gen ed pieces. But we don't want to encroach past what our charge was. But yes, there's been rumblings of this for years. Last year state legislatures proposed to tell all universities what gen eds would be. But universities somehow stopped it. There was a move to make gen eds like how tags are currently. But I think yes, it will come up.
- (Eddie Lam) I think there was a typo. They never mentioned HHP. They write HHS
- (Heather Gallacher) Where was number 13 in report? (Zac) it got combined.

FAC can formulate the collective response. Zac will meet with all staff to identify how they will write their response.

(Marius Boboc): Would be helpful to have items that will help our departments thrive. And concerns that faculty have. For example, promotion and tenure. Upon combined colleges, how do we ensure that a dean that oversees the larger unit is well versed in all disciplines represented in the new college and can make judicious recommendations in promotion and tenure cases. How do you fundraise? How do you engage community?

(Joanne Goodell): My biggest concern is around promotion and tenure process. Other College processes are very different. That will require a lot of negotiation. That will be a big point of potential turmoil.

### **Announcements**

- Adam Voight and Molly Buckley were awarded 1M US Dept Of Ed grant. Awarded in May from IES to develop youth participatory action research program in Cleveland high schools. Goal is to work with design teams of teachers and students to infuse youth research into core content courses. Taking it a step further to identify principles as core pedagogical approaches. Pandemic is presenting challenges, but forging ahead.
- Joanne Goodell was part of a group that received a 1M grant with NSF
- Debbie Jackson met with Cleveland Foundation and got 2M NSF grant. Will move toward pathways for students in K-14, K-16 space. Once engaged in computer science in K-12 level, we will work toward post-secondary.
- Tomorrow is Wolf Lecture: Dr. Eve Ewing from University of Chicago, featured speaker.

### **Call to Adjourn**

Meeting adjourned 2:21 pm

Respectfully submitted by A. Yurick, 9-16-2020