College of Education and Community Innovation (CECI)
FULL FACULTY MEETING hosted by Faculty Governance Committee

Date/Time: Tuesday, November 14, 2023 from 12pm - 1:30pm
Location: 121E DeVos & ZOOM
Facilitated by: Elizabeth Stolle (LEFT) & Karyn Rabourn (ELC) - Co-Chairs
Attendance (Committee): Elizabeth Stolle (LEFT) - co-chair, Karyn Rabourn (ELC) - co-chair, Emily Nichols (SSW), Adrian Copeland (SCCJLS), Priscilla Kimboko (SCLD), Kathryn Ohle (T&L), Lisa Perhamus (at-large), Sherril Soman (ex-officio)
Attendance (General) - In-Person: Nagnon Diarrassouba, Barbara Lubic, Lihua Huang, Joshua Bishop, Paola Leon, Rick Vandermolen, Salvatore Alaimo, Neal Buckwalter, Donijo Robbins, Patty Janes, Kristen Jack
Attendance (General) - Virtual: Cathy Meyer-Looze, Haresh Dalvi, Salvador Lopez-Arias, Lori Tuma, Joe Fisher, Naoki Kanaboshi, Pakky Gerkin, Liz Storey, Kelly Lormand, Christina Ponzio, Rich Jelier, Michelle Wooddell, Courtney Topic, Jina Lee, Sally Pelon, Rick Geisel, Cray Mulder, Scott Berlin, Nichole Moore, Michael Sciarini, Jamie Langlois, Patricia Bolea, Dianne Green-Smith, Sherie Klee, Steve Smith, Raymond Higbea, Lara Jaskiewicz, Kevin Holohan, Adrian Copeland, Paul Stansbie, Melissa Villarreal, Linda Pickett, Scott Rood, Paul Bylsma

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1. **Explained Personnel Policy Next Steps - SlideShow**
   o Make the motion - email language **today** (11/14) - Revised Policy (8/21/23)
   o Call the question - email ballot - vote (11/28-12/1)
      ▪ If faculty adopt the proposed language (> ⅔ of eligible faculty), CPC will be charged to draft narrative language to accompany the matrix during the Winter 2024 semester. Narrative will be presented to full faculty for approval in Fall 2024.
      ▪ If faculty do not adopt the proposed language, faculty will continue working under the previous college/unit standards and begin new attempts at revisions.
   o The FGC has also committed to creating the **CECI Equity in Personnel Policies Task Force** charged to review personnel **practices** and **policies** to ensure we are **inclusive**, **clear** and **supportive**.

      ▪ Noted that often it is not just standards/policies that are exclusionary/biased, but also the practices in applying standards and policies - need to address both practices and policies
   o Discussion regarding proposed personnel policy language and move to vote. Discussion included:
      ▪ Some concerns with equity issues in proposed policy
      ▪ Description of proposed personnel policy language as exclusionary

- Suggestion that CECI uses the full list for scholarship in the university guidelines for both the Advancement of Knowledge/Creative Expression endeavors and Scholarly Engagement endeavors
- Broad support for Task Force
- Questions around need for vote now rather than waiting for Task Force to complete its work which may require additional changes/revisions based on recommendations
- Some concerns that former COE and CCPS guidelines are more restrictive than the proposed policy
- Some concerns that CECI needs college standards per university guidelines
- Some concerns about new faculty having access to college standards rather than making decisions about what former standards to strive for
- Reminders there is still work to be done to flesh out proposed personnel policy language beyond the chart.
- Reminders that policy is always open to revision in the future to respond to faculty/college needs
- Proposed personnel policy language was written/revised in consideration of feedback from units to be more inclusive and clear
- Faculty encouraged to participate in shared governance by voting in two weeks

Meeting Concluded @ 1:30pm

Future Meetings:
- Full Faculty
  - Winter 2024: January 26 9:30-11, March 11, 3-4:30

- Faculty Governance Committee Meetings (open meetings):
  - 12/8, from 9:00-10:30am via ZOOM
  - Winter 2024: January 19th, February 16th, March 15th, and April 12