College of Education
Faculty Senate, Minutes
December 5, 2018  Room 627

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<td>CIS</td>
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<td>CSSE</td>
<td>Bethany Hamilton-Jones; Joel Ringdahl</td>
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<td>ETAP</td>
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<td>KINS</td>
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<td>Julie Luft;</td>
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Substitutions/Absences:

Minutes by: J. Luft

Items
1. **Dean Spangler**
   Recapped some of what happened in the last few months

   A) Commitment to goals and transparency
      Dean Spangler has been meeting with more people on the leadership team to share different initiatives and she is sharing many of the happenings in the Dean’s office more broadly.
      Dean Spangler is working with administrative leaders in the college to state their goals and share the progress of their goals.

   B) Shared decision making –
      This has been enacted differently in the last few years. There needs to be a shift in the process of shared decision making. A committee of various leaders in the college has been formed. This committee is taking on different issues that need to be contemplated.

   C) Focused on evaluating the work in the college (e.g., what does this really get us?)
      There are many areas that are costly for the college. Dean Spangler is looking at the different areas and trying to determine the costs/benefits. For instance, it is not clear why we are having an event at AERA. The attendance was not robust last year. There is a high cost of the annual report. It is not clear that this gets us to our end goal.

   D) There are several initiatives that have begun or will be upcoming
      - Looking into the a showing of *The Hate U Give* at Cine
      - Potentially a screening of Mary Francis Early movie
      - Creating a COE Martin Luther King day of service event
      - The development of task forces pertaining to topics that need discussion – staff relations, clinical faculty, and office of school engagement
      - Initiatives from the President’s office that impact COE
• Positions that are vacated will be filled more quickly as opposed to waiting until (Looking at this)
• Lab renovations (doesn’t apply to COE)
• UGA foundation – put up 125K for a match from the college (COE did do this) for an endowed professorship.

E) Spangler reminder – in terms of staff
   - One source is really difficult for our staff
   - The change in payroll is a hardship for staff who are financially constrained
   - There is a review of staff and positions maybe result in the elimination of staff (Staff have expressed concerned. Another university had a significant decrease in staff this review).

Would like advice on:
1) Spring meeting
   There was not a business meeting in the fall – it was more getting together. She is considering having a more business-like meeting in the spring. Is this would be more business-like. There was sentiment that this was a good idea.

2) Should we have Discussions with Denise?
   This was used more by faculty and staff, and not students so much
   There were many suggestions from faculty senators
   Overall, there was a feeling that this was good and that it may take time to be used by undergraduates and graduate students.

Additional discussion points
   - 20% service is effective in January

Areas that Dean Spangler is working on
   - Redo the administrator review process
   - Budget different offices
   - Induction support with new professionals
   - Departments on staffing concerns
       - perhaps there are ways to staff across department
       - revisit graduate and program coordinator compensation (this is historical, is this a good model?)
       - look at phased retirement process (this will be difficult to initiate)

2. Updates from Jim Garret

   - Staff/Faculty Relations - There is some sense that faculty may need to learn how to better communicate with staff. A group is trying to figure out how to help faculty better communicate with staff.

   - Clinical Faculty in TE – We need to get this worked out. There is a need to make sure that all people in the college are clear on their professional requirements. Clinical faculty in the departments/programs that are associated with teacher education/initial licensure have ill-defined roles and requirements, which has made their work difficult. They do not have the guidelines that faculty do. This needs to be worked out.
There has been a meeting among department heads, clinical faculty, faculty senate representatives and associate dean Delgado-Remoero to discuss the problems associated with clinical faculty.

3. Administrator Feedback Survey

There was general consensus that the recommendations that were provided by Stacey Neuharth-Pritchet were good suggestions in terms of revising the evaluation, and these would be used this year.

There was a suggestion about changing how Administrators are evaluated. Could there be a shift in the evaluation from individuals to programs/products?

There was also some discussion about the value of the administrator evaluation. It is not clear if the administrators use this evaluation or how faculty are providing useful feedback to their administrators. It was noted that the administrators’ feedback has not been used in their yearly evaluations.

There was discussion about:
  1) Creating a new administrators survey
  2) Determining if this survey would be useful for administrators
  3) Forming a task force to determine how a different evaluation format could be envisioned and enacted.

Associate Professor John Mativo Moved to adjourn the meeting. Professor Jannette Hill seconded. Meeting adjourned at 3:10