

August 6, 2014
COEPD Cabinet Meeting

Attending: Teresa Eagle, Becky Sloan, Janet Dozier, Lisa Heaton, Barbara O'Byrne, Mike Cunningham, Sissy Isaacs, Tina Allen, Edna Meisel, Sandra Bailey, Paula Lucas, Sandra Stroebel, Missy Reed, George Watson, Gabriella Dahalia

Introduction of Tina Allen as new MAT coordinator.

Edna Meisel will become the interim Assessment Director.

Paula Lucas Elementary Education SPA approved through 2016 with conditions.
Spanish also fully accepted as SPA.
Janet Dozier SPA approved with conditions.

Organization Chart:

Going through and reviewing items on chart.

Curriculum and Instruction: going through name changes.
Both graduate and undergraduate.

Paula Lucas will work as Director of Early Childhood Education.
Paula will work with many people and programs to integrate programs.

George is going to be point person on website for COEPD, with Harold and Jessi, so that way it can be consolidated. Graduate items can work with Jessi and copy George; undergraduate items send to George and cc Harold, that way all are in the loop.

State (WVDE) is going to teacher preparation assessment. We will be one of the six to pilot TPA, and George will be point person for that too. Webinar will happen to go over the information, please let Teresa know if you'd like to join.

LRC in first floor of Jenkins, run by program coordinator George Watson will head that up.

Clinical Office: Had program coordinator all lined up, but the person hired took a job with someone else (Legos). So now submitting proposal to Provost to consolidate the office with student affairs and the clinical advisory board. Would like to appoint Kandice Napier as this person. A very large job and will need to work on consolation and the placement piece, the job will have administrative support.

Opportunity to support and be involved in the clinical placement office to help with public school support and also organizing the offices.

Discussion of jobs going to freeze committee.

Faculty personnel action schedule: Pre Tenure Review Schedule

Review of mid-year reviews and second and third year people can take the option of mid-term review, as staying under old policy is in some ways better, but a couple wish to go for the new policy.

Policy we just approved takes care of everyone coming in the next few years, new hires have only the new policy.

AO = assistant

AS= Associate

Note changes on forms that GSEPD is now COEPD

Faculty Review Committee and Recognition Committee:

Sent out emails for comments, got no comments so need to decide what to do with these committees.

Paula will review the GSEPD information and will resend an updated email with information for review and comment again, the original email was sent out July 16, 2014. Reflecting the COEPD merger.

Five members from COEPD.

Looking at P & T committee to send recommendations as they work closest, will recommendations go from P & T committee to cabinet? Proposal made by Lisa Heaton to have P & T send recommendations directly to the cabinet.

Want to look at making sure we have committee membership outlined and committee members on board. Becky and Brean will help with getting the elections rolling.

Faculty review committee and recognition committee in good hands.

Mid-Tenure Review discussion:

Proposal to discuss:

Review of Scholarly and Creative and Service

Discussion and questions

What needs discussed is Teaching and Advising.

Went with effective rating so faculty could self-correct and work through their first year.

Discussion over the points and percentages of how to rate the faculty.

Review of portfolio and not just the teacher evaluations... Average of 75% is fair, but there can be disparity between undergraduate and graduate teacher evaluations.

Rubric of what we are looking for and something objective for faculty.

Review of various teaching and evaluation strategies.

We can look at erring on the side of too stringent so that it's not demoralizing to faculty when folks meet exemplary when they may not meet that standard.

Teresa makes the judgment but relies on faculty and directors to give her the information necessary to make these judgments.

Discussion over the idea of exemplary and the use of rubrics while also being flexible.

Exemplary looked at as honor and working hard, but not as doom and won't get tenure.

Look how to identify the successful faculty sooner, so we can see if it's working out or not working out. A wake up call regarding vocation and place.

Vote: accept as it is or not

Five votes to keep it the number the way it is

Rubric is good idea. Sandra will look at creating rubric, working with Barbara and Bobbi, to be completed in the next six months.

Second vote: keep it the way it is.

Discussion of the percentage of the total.

Discussion of what the criteria needs to be met and how we may utilize the rubric.

Again reminder that this is also something that will be reviewed again.

Salary Raise Distributions:

2/3 of all tenure track faculty must agree to proposal put forth.

Approximately 53 faculty who are eligible People new to COEPD will be expected to be a part of the 2/3 vote...even though new folks are not eligible for raise.

Have to have 2/3 of the total number vote!!!

Raise is only for tenure track faculty.

Plan for future raises does not have to be done this way, in order to work with this raise had to use OCR scores over the past years and have to have an average of 2.5 or better for the raise. Everyone in the unit has the 2.5.

Plan A: divide the amount of money and divide across the board and distribute across

Plan a.1: keep some back then distribute the rest equally

Plan a.2: bring those with inversions up to salary standard, then distribute equally

Plan a. 3. Compare to median salaries of areas in area to bring people up to median about 80% of the median.

Plan B: pseudo-quartile distribution

Plan C: calculate raises as percentage of current salaries.

Plan D: create formula as years in rank.

Plan E: create formula to distribute funds tied to OCR score.

Amount of money will be a percentage of the salaries, last guesstimate is based on 3 million and. take 3% of that. Approximately 2000.00 per faculty.

Discussion of accuracy or OCR scores.

Eliminate OCR scores than we eliminate plan b and e.

Get rid of plan c

Discussion of inversions and which department.

Across the board inversions.

Working toward fairness and something that can pass college wide.

Can we take a.1 and see if everyone would vote on it, if it does not pass then revisit it.

How much do we gain, how much do we lose and what does it mean to me. Something to look at and address equity, but realize the fuller picture.

Equity addressed at university level.

Looks at A or A.1.

Vote it's split between a and a.1.

Going with plan a to take to faculty for voting.

Set a date and report back on faculty vote and bring back to Teresa.

Discussion of the manner in which evaluations have occurred with multiple deans on each campus

Vote in taking a.1 first. See if it passes if not then quickly take out another to see if it passes.

Teresa will get back to the program directors regarding A.1 and to get the numbers out to the directors to have to share with their faculty and what that means to them personally.
How to look at the vote and share what it is the group wished to do.

Group tally by August 22, 2014

If we need a second vote the next Friday will be for the next plan. August 29th Teresa will work to get the language and numbers out.

Voting on A.1 first with the faculty.

Suggested to move to polycom meetings. Group preferred to continue face to face once a month as current. Sept 3rd meeting here at 9:30

Work over lunch regarding the committees and discussion over lunch to be discussed at next meeting.

Full faculty meeting for Friday October 10th.

Respectfully Submitted by

Gabriella Dahalia

8/6/14