College of Education Steering Committee  
March 23, 2009  
Wardlaw 218, 10:00 a.m.  
Minutes

Present: Dr. Gloria Boutte, Dr. Christine Christle, Dr. Erik Drasgow; and Dr. Murray Mitchell.

Dr. Christle questioned whether the by-laws needed to be changed since currently they state that nontenured faculty members cannot chair committees. Both chairs of the Student Affairs Committee are nontenured. Dr. Christle suggested that changing tenured to full time may address the issue. Dr. Boutte will consult with Dr. Van Scoy on this issue.

Dr. Boutte explained that the primary purpose of the meeting was to vote on a proposal for a Standing Committee on Diversity submitted by Dr. Doyle Stevick, Chair of the Ad Hoc Committee on Diversity. Dr. Boutte gave a brief background of the Ad Hoc Committee on Diversity which emanated from: 1) a White paper which was written by three faculty of color at Dean Sternberg’s request which outlined issues that may impact the success of faculty of color in obtaining tenure and promotion; and 2) a recommendation from the Diversity Task Force (DTF) that was appointed by the Dean in January, 2008 to develop suggestions for creating a more supportive and fair APR/T&P process for faculty of color (faculty from historically underrepresented ethnic/racial groups). The DTF recommended that a standing committee on diversity be established. The Dean appointed an ad hoc committee on diversity which had the charge of developing a proposal which detailed the responsibilities and composition of the standing committee on diversity.

Dr. Boutte shared the following concerns that were expressed by faculty regarding the proposal for the standing committee.
1) The language is too vague in general and is not easily understood by people who were not in the meeting.  
2) Diversity should be defined.  
3) Without concrete outcomes, nothing will be done.  
4) Staff deserves equal numbers as faculty.

Dr. Boutte read Dr. Heidi Mills’ email which offered her vote in favor of institutionalizing a Diversity Committee in the COE. Dr. Mills noted that minor editorial changes may be needed and suggested that the proposal may have meant Faculty Affairs Committee instead of Student Affairs for handling grievance cases.

The discussion by the Steering Committee was generally supportive of the standing committee proposal. Committee members noted some overlap with the Steering Committee’s charge number five (Monitor and review multicultural and affirmative action activities in the College), but agreed that this could later be rectified by merging
this goal with the proposed standing committee. The committee offered the following recommendations and comments.

- It would be helpful to have a mission and purpose statement to give the proposal context.
- An explanation is needed in terms of where the committee fits and who it reports to.
- Since the standing committee is being proposed to address recurring issues surrounding diversity that have not been resolved, it is important to create a structure which addresses the ongoing dissatisfaction. Providing an overview of explicit examples would give a context for the need for the standing committee. Make it clear that the need for diversity goes beyond establishing hiring quotas for faculty. This is a common misinterpretation.
- Membership is too large (n=15) and will likely cause scheduling problems. Most committees have seven persons.
- Some of the bullets on the proposal are purposes and some are processes. Bullet A (develop, implement, monitor regularly and revise annually a strategic plan for diversity for the college) is a concrete outcome. If spelled out, it probably encompasses all of the other bullets.
- Once these issues are addressed, the Steering Committee will be able to vote on the proposal.

**Faculty Governance**

Dr. Boutte mentioned that the idea of faculty governance in the COE had come up in another committee meeting and asked if the Steering Committee was interested in addressing the issue. The committee will ask the Faculty Affairs Committee to develop a plan to increase faculty involvement, decision-making, and governance in the COE.

Submitted by,

Gloria Boutte