

Minutes
COE Strategic Planning and COE Faculty Advisory Council Meeting
November 7, 2003
Texas State University – ASB South, Room 332

Members in Attendance:

Steve Awoniyi, Jennifer Battle, Nathan Bond, Deborah Buswell, Marilyn Goodwin, Bobby Patton, Jovita Ross-Gordon, Jo Webber

Members Absent:

Brenda Beatty, Chris Brown, Michelle Hamilton, Marla McGhee, Sharon O’Neal, Alicia Paredes-Scribner, Greg Soukup

Guests:

HPER Department Chair Bob Pankey, C&I Department Chair Marianne Reese, Senator Marguerite Gillis, Senator Gay James, NCATE Spokesperson Patrice Werner, Mitte Scholar Carl Glickman, Mike Boone, Emily Payne, Susan Field Waite

Since the meeting was a work session for COE Strategic Planning and other COE faculty, Robert’s Rules of Order were not followed.

Chair Webber began the meeting at 2:05 p.m.

I. Final Ranking of Priorities

According to Dean Beck, the final rankings of the seven college initiatives are:

1. Provide support resources for faculty and faculty initiatives
2. Implement new and revise current degrees and programs to serve diverse populations
3. (Tie for third) Increase research, scholarly and creative activities
4. (Tie for third) Develop college student information management system.
5. Recruit, orient, induct, mentor and retain faculty with a focus on minority faculty
6. Recruit, orient, induct, mentor and retain students with a focus on minority students
7. Expand capacity at RRHEC, San Antonio MITC and Beyond I-35 Corridor

II. Objective of the Meeting

The purpose of the planning meeting was to rank the top 15 goals that required funding. The priorities that are wanted, but require no funding, will be put in another category. Next week, Dean Beck will submit the College’s top 15 priorities to Dr. Gratz, Vice President for Academic Affairs. Then, support departments will develop

their plans from the college plans and a committee at the university level will develop a university-wide plan from the college plans.

The priorities that are not included in this year's top 15 will not be lost. These remaining items may or may not come forward during this or the next planning cycle.

III. General Discussion

- The College's 15 priorities will include both new initiatives as well as maintenance ones. An example of a maintenance priority is the creation of tenured teaching faculty lines to replace adjuncts. Currently in C&I, many adjuncts teach courses. One goal is to create tenure lines to cover courses, instead of using adjuncts.
- The university is looking to add new money to the existing budgets in order to maintain current program needs. This is in addition to new initiatives that may also require funds.
- Carl Glickman encouraged the group to phrase the maintenance initiatives in a positive way. For example, the committee may want to state that the first step is to establish a stable base for the current programs and then add the 15 new priorities.
- Dean Beck will ultimately rank the initiatives.
- Faculty lines are not considered initiatives. Instead, they are resources to help achieve the initiatives.
- The College's 15 initiatives have to be written under the 5 University Planning Categories.
- The committee discussed how to place a monetary value on a priority. How can one measure success? How much money should be given? Later, different strategies will be identified to reach the priorities.
- The committee discussed the underlying message that is conveyed through the priorities. Does a low ranking send subtle messages to the next review committee?

IV. Reducing the List of Top Priorities

Some initiatives that Dean Beck listed as top priorities were removed, since no funding was needed. These initiatives need to be placed in a separate category. These initiatives included:

- Complete revision of secondary teacher certification online project
- Assess and remediate teacher education in mathematics and science
- Systematic mentoring of adjuncts and new faculty
- Operate State Language English Proficiency (LEP) and Bilingual Education Center
- Expand grant-seeking activities to include funding for research in school safety and juvenile justice
- Establish a National Center for Mexican American Education

- Expand grant-seeking activities and other funding to include funding for research on and professional development in best practices in Developmental Education
- Expand activities to include funding for research and professional development in adult education, family literacy, and workforce development
- Fundraising to help academic programs in the amount of \$10,000 per year
- Maintain current percentage of student populations of diversity which is currently above university levels
- To continue to monitor and maintain our current practice of hiring faculty of diversity.
- Expect to be successful in obtaining a new faculty line for a diversity hire
- Obtain full and continuing funding for the Rising Star Project, with a focus on the annual Rising Star Conference

V. Elevating Priorities and Clustering Others

The committee examined the priorities that received ratings of 2, 3, 4 and decided to elevate some lower-ranked initiatives. For example, creating a data management system was re-categorized as a top priority. Other priorities were expanded or combined with other priorities. For example, the Mexican American Center would be expanded to include an endowed chair.

The committee decided to cluster some priorities. For example, the clinics could all be put together since all three departments wanted one. The clinic could generate income and serve multiple programs to ensure that it has a 100% use. Its purpose would be to serve in a diagnostic and counseling capacity and would include a virtual component. A clinic coordinator and graduate assistant would staff the clinic.

VI. Priorities that Require Funding: The Semi-Finalists

- A. Add Adult English as a Second Language and Adult Professional and Continuing Education emphases to the Developmental and Adult Education Program within the next two years.
- B. Add Bilingual School Psychology emphasis to the School of Psychology Program.
- C. Establish tuition fellowships for graduate students, with emphasis on doctoral students.
- D. Begin process to apply for NCATE accreditation
- E. Begin the process to apply for national accreditation for Health Education Program
- F. New Athletic Training Laboratory
- G. Develop new Adapted Physical Education Program and hire faculty in Adapted Physical Education Program
- H. Create a clinic with a virtual capacity to serve diverse populations

- I. Implement Bilingual Education Program at RRHEC
- J. New Athletic Training Graduate Program
- K. Multi-disciplinary EdD in College Teaching
- L. Endorsement in English as a Second Language
- M. Change the name of the Center for Initiatives in Education to The Education Institute, and establish new research orientation to support current and future initiatives
- N. Increase activity in seeking external funding for research
- O. Dramatically increase scholarship visibility at professional conferences and in professional organizations; memberships on editorial boards, and publication in quality journals.
- P. Secure ongoing funding for the National Center for School Improvement; establish a Principal Assessment Center; self-fund the Assistant Principals' Conference; stabilize the Principal Partnerships program; expand the Creativity Conference; partner with the Center for Initiatives in Education; hold a conference on grant writing; achieve funding for the International Center for Educational Leadership and Social Change; and actively pursue grants for ongoing and emerging initiatives.
- Q. Institute faculty development series, dramatically increase the number of faculty who have some facility with the Spanish language; and make serious efforts to diversify our applicant pools.
- R. Target more recruiting in school districts with concentration of minority teachers and staffs; increase knowledge of minority culture among the faculty; work with other universities and agencies to target out recruitment of graduate students; and conduct marketing studies aimed at increasing the appeal of our programs to minority students.
- S. Data management system
- T. Reduce graduate class size
- U. RRHEC
- V. Endowed Chair in Mexican American Center

VII. Priority Rankings: The Finalists

After examining the priorities ranked Number One, the committee began collapsing several priorities into larger categories. These include:

1. Stabilize Current College Programs

- T = Reduce graduate class size
- Increase travel money
- Maintenance and Operations
- Reduce the number of adjuncts and add tenure lines

- Obtain enough money to staff courses without dipping into summer budgets each year

2. ESL and Bilingual Education

- A = Add Adult English as a Second Language and Adult Professional and Continuing Education emphases to the Developmental and Adult Education Program within the next two years
- B = Add Bilingual School Psychology emphasis to the School of Psychology Program.
- I = Implement Bilingual Education Program at RRHEC
- L = Endorsement in English as a Second Language

3. Accreditation

- D = Begin process to apply for NCATE accreditation
- E = Begin the process to apply for national accreditation for Health Education Program

4. Graduate Program

- C = Establish tuition fellowships for graduate students, with emphasis on doctoral students.
- J = New Athletic Training Graduate Program
- K = Multi-disciplinary EdD in College Teaching
- T = Reduce graduate class size
- U = RRHEC (add programs)
- A = Add Adult English as a Second Language and Adult Professional and Continuing Education emphases to the Developmental and Adult Education Program within the next two years.
- B = Add Bilingual School Psychology emphasis to the School of Psychology Program.

5. Enhance Athletic Training Programs

- F = New Athletic Training Laboratory
- J = New Athletic Training Graduate Program

6. Adapted PE (New Program and New Hire)

7. Include CIE to include name change

8. Create a clinic for courses EDP and SPED, with a virtual component

9. Faculty scholarships to increase grant activity and scholarship visibility

10. Center

- Secure ongoing funding for the National Center for School Improvement; establish a Principal Assessment Center; self-fund the Assistant Principals'

Conference; stabilize the Principal Partnerships program; expand the Creativity Conference; partner with the Center for Initiatives in Education; hold a conference on grant writing; achieve funding for the International Center for Educational Leadership and Social Change; and actively pursue grants for ongoing and emerging initiatives.

11. Diversity

- Institute faculty development series, dramatically increase the number of faculty who have some facility with the Spanish language; and make serious efforts to diversify our applicant pools.

12. Student Recruitment

- Target more recruiting in school districts with concentration of minority teachers and staffs; increase knowledge of minority culture among the faculty; work with other universities and agencies to target out recruitment of graduate students; and conduct marketing studies aimed at increasing the appeal of our programs to minority students.

13. Data Management System

14. Develop Mexican American Center with an endowed chair

15. Enhance RRHEC Programs

- Distance education
- Faculty and staff
- Fellow's Program

In the final discussion, it was suggested that Q (Faculty Development Series) should be removed, since it seemed to be a low priority. In addition, Dean Beck may need to elevate some priorities that originally received a "2" and pull more from the maintenance category, such as travel for faculty. The final dollar amount that is sought from the university may need to be increased as well.

VIII. Future Discussions

At another meeting we will need to help the Dean think about possible sources of funds (reference Agenda #3). In addition, there will need to be a discussion about ways to manage the resource development, either by departments or programs (reference Agenda #4). The departments in the COE may want to establish more collaborations within the College and with other Colleges across the university. For example, the COE may want to talk about our goals in relationship to partnerships with other Colleges. The Mexican American Center could establish relationships with the College of Science, etc.

The meeting ended at 4:55 p.m.

Respectfully submitted,

Nathan Bond
FAC Secretary