Introductions: Maggie Peterson (returning as senate chair)

Dean’s Announcements:

- **Budget rebasing in process**
  - More info in January after all meetings
  - Provide more clarify and conversation about budgeting
- **Strategic Planning**
  - Examining the relevance of programs
  - External firm will be hired to do market analysis
    - 2 firms have been reviewed, Dean expected to make decision today (12/13)
    - Faculty heavily involved
  - Changes that might impact
    - Programs
    - Delivery
  - Starting with Special Education and Teacher Education
  - Enrollment management plans
  - Timeline – by May 2020
- **Hiring** – major initiative – 10 faculty searches
  - Great feedback from candidates
- **Kathy Angeletti** – Assistant Dean stepping down in June
  - Will split current position into two/Centralization of Policies
    - Director of Teacher Education
    - Associate Dean for Teacher Preparation
  - Interim director (internal)
- **Kirwan Commission** – recommendations
  - MSDE drafting regulations
    - Very restrictive
    - Dean has been pushing back
  - Rescinding regulations
    - Educator prep will provide input
  - Competencies/Standards
    - Cultural standards need revisions
    - Currently rewriting regulations – timeline of end of January is not possible
  - Open forum to discuss what’s happening to College of Ed community
  - Scholarships – process is being restructured to ensure aid is distributed to students
    - Ensure spending down to zero and supporting as many students as possible
  - Promote community – Equity and Diversity
- Ebony Shockley working with Jennifer Rice on creating a website for Equity and Diversity
- Initiatives underway – embedded in search charges, APT, faculty of color committee
- Op-Ed project – under-represented voices
  - Retreat – Last Friday of January 2020
- Strategic Planning
- Debrief Searches
  - What have we learned?
- New faculty onboarding – create a welcoming environment
  - Center for Leadership and Organizational Change (CLOC)
    - Help orient us
    - Develop good onboarding
- Topical areas
  - Inclusive environment
  - Staff turnover
    - Staff searches underway
  - Diversity Officer – Ebony Shockley – established for all CoE community
    - Need to include staff and student representation to build out diversity office
  - Cultivating a community
    - Call for a vote to approve minutes – Motion by Gold, seconded by Peterson
    - Reporting from committees:
      - Awards committee – tentative date for awards assembly is May 1
        - Need to check with Audrey regarding deadline for ordering awards
        - Send out first notifications after break
      - Sustainability Committee
        - Green Office Program
        - Include Staff Affairs Committee
      - Past Chairs – ask steering committee to draft a small amendment
        - Give current chair/chair-elect opportunity to reach out to past chairs for guidance and Questions
        - Motion made – Gold, Seconded by Lee-Kim
        - Vote was unanimous
      - Senate meeting January 24th – agenda
        - DICE open forum – dates
        - To announce at Retreat
        - Invite Ebony to discuss past events and her role as Diversity Officer