College of Education
San Diego State University

Faculty and Staff Assembly

Fall 2013
Welcome
Agenda

• Welcome
• Faculty and Staff Introductions and Acknowledgements
• Policy Council
  – I-B-3: Curriculum Committee Terms of Service
  – III-C: Policy on Global Cultural Experience for Course Credit
• Dean’s Remarks
• Q&A
• Adjourn
Faculty and Staff Introductions and Acknowledgements
New Department Faculty

Diana Schaack
Assistant Professor
Child and Family Development
New Staff

Manuel Uribe
Information Technology Consultant
Dean’s Office
New Faculty Roles

Laura Hall
Chair
Special Education
New Faculty Roles

Richard Neumann
Chair
Division of Education
Imperial Valley Campus
New Staff Roles

Alyssa Ancheta
Administrative Support Coordinator
Dean’s Office
New Staff Roles

Betty Wong
Credential Analyst
Division of Education
Imperial Valley Campus
Faculty Promotions

Chuck Degeneffe
Professor
Administration, Rehabilitation and Postsecondary Education
Faculty Promotions

Shulamit Ritblatt
Professor
Child and Family Development
Faculty Promotions

Minjuan Wang
Professor
Educational Technology
Faculty Promotions

Cheryl James-Ward
Associate Professor
Educational Leadership
Staff Receiving Service Awards

Elsa Tapia
15 years

No available photo
Staff Receiving Service Awards

Julie White

20 years
Staff Receiving Service Awards

Kathleen Borsos-Wooley

25 years
Staff Receiving Service Awards

Marilyn Bredvold

25 years
Staff Receiving Service Awards

Lisa McCully
25 years
Staff Receiving Service Awards

Martha Pedroza
35 years
Policy Council
Dean’s Remarks
It’s Up to Us
It’s Up to Us!

• We must improve the culture and climate of our College so that this becomes a better place to work and learn and a more powerful springboard from which we make a difference.

• We must refine our approach to our structural deficit in a manner that emphasizes balance, attention to quality, and responsiveness to new opportunities.

• We must continue to push ourselves to improve our program outcomes such that our graduates are well prepared to make a difference in the lives of those they serve.
It’s Up to Us!
Improving Culture and Climate

We should do a better job of valuing all voices (faculty, staff, students, and other stakeholders) All of us should resolve to listen well and model respectful interactions.

Action items:

• Departments are encouraged to invite the Interim Dean to a department meeting and at least one class or student event each semester.
• The Dean’s office will announce dates for open forums.
• The Dean’s office will engage faculty, staff, and students in creating a forum for proactively listening and solving issues related to individuals with disabilities.
• All of us should challenge ourselves to consider how can we do a better job of modeling respectful interactions.
It’s Up to Us!
Improving Culture and Climate

We should promote greater levels of faculty/staff governance. Too many decisions are made at the Dean’s office without benefit of policy guidance from faculty/staff. Action items:

• Faculty/staff are encouraged to identify issues where decisions should be influenced by College policy. Those issues should be brought to the attention of Policy Council representatives.

• The Policy Council should prioritize those issues and work with faculty, staff, and the Dean’s office to generate policy recommendations that can be adopted at the next assembly.
We should strive to increase equity/fairness related to assignments. Action items:

- Departments are encouraged to examine how faculty assignments (i.e., course loads, other responsibilities) are created and shared.
- Departments are encouraged to define systems for ensuring that assignments are fair, equitable, and transparent to the greatest extent reasonably possible.
- Departments chairs will be asked to share the systems they are developing so that departments can build upon each other’s best practices.
It’s Up to Us!
Improving Culture and Climate

We should strive to create a culture of service to our students, our community, and to each other. Action items:

• Our customers include our students, our potential students, those who hire our students, and those who might be served by our students. We must strive to listen well to our various customers so that we meet their needs.

• Our customers also include our staff and our faculty colleagues. We each should strive to make these customers feel valued and appreciated.

• In recruiting new faculty, we should seek individuals who are likely to contribute to an improved College culture.

• New “Dean’s Update”
We should avoid making the structural deficit worse. 

Action Items:

• We should continue scrutinizing requests with fiscal implications; however, we need better policy that sets priorities, parameters, and guidelines.
• We should strive to reduce “special deals” that benefit one department or program over others.
• We should avoid making cuts that reduce our capacity to attract or retain students.
It’s Up to Us!
Refining Approach to Structural Deficit

We should build our capacity to acquire research grants. Action Items:

• The Policy Council should consider drafting policy that offers a better approach for allocating research assigned time to tenured faculty.

• New policy should increase the number of faculty who earn research assigned time, pursue research activities, acquire research grants, and support other faculty in pursuing and acquiring research grants.

• Departments should continue to work to reduce the number of sections taught each semester.

• We should recruit new faculty who have the potential to contribute to our capacity to acquire research grants.
We should build pathways to help programs reach new audiences. Action Items:

• We should build College-wide agreements with CES for new collaborations that benefit faculty members, departments, and the College of Education. Those agreements should facilitate the development of new programs that reach new audiences.

• We should renegotiate existing CES agreements to ensure that faculty, departments, and the College all benefit.
It’s Up to Us!
Refining Approach to Structural Deficit

We should build systems for managing student enrollment. Action Items:

- Departments/programs should develop realistic enrollment projections and realistic recruitment plans for ensuring that we exceed projections.
- Departments/programs should develop systems for getting candidates into/through university systems with minimal exceptions.
It’s Up to Us!
Improving Program Outcomes

All of our programs should strive to improve the extent to which we prepare our students well. Action Items:

• Each program should prioritize the five most important outcomes they seek to develop in their graduates (The Big Five). These outcomes should define our brand. They should be the outcomes for which we choose to be accountable. The outcomes should align to program standards, resonate with stakeholders, and reflect our commitment to social justice.

• Programs should consider how they will assess attainment of the Big Five and align programs accordingly.

• As we recruit new faculty, we should seek individuals who have capacity to help us improve program outcomes.
It’s Up to Us! Improving Program Outcomes

All of our programs should strive to improve the extent to which graduates are prepared to serve diverse populations well. In particular, all of our graduates should be prepared to serve English learners well.

Action Items:

• Our Policy Studies Department should be redefined and re-invigorated with a focus on
  – Building nationally recognized, premier dual-language programs, and
  – Supporting other College of Education departments in improving our graduates’ capacity to serve English learners well.
It’s Up to Us!
Improving Program Outcomes

All of our programs should strive to prepare our graduates for work/life in a global community. We should strive to increase the number of COE students who complete meaningful international experiences.

Action Item:

• In partnership with the university’s Office of International Programs, our College of Education should provide an array of supports to faculty who are interested in supporting international travel experiences for our students.
It’s Up to Us!
Improving Program Outcomes

All of our programs should strive to prepare our graduates for work/life in a 21st century technological society. Action Items:

• In partnership with the Department of Educational Technology, engage both faculty and students in the Technology for Professional Competencies (TPC) program.
It’s Up to Us; and,

We possess impressive talent and tremendous capacity.
It’s Up to Us, and,

We shall successfully meet today’s challenges in ways that build an even greater College of Education!
Q&A
Closing Remarks & Adjournment
Have a Successful Semester!