



COLLEGE OF EDUCATION,  
HEALTH & HUMAN SERVICES

## Leadership Council

MINUTES – Oct 13, 2020

1:30 - 2:45 PM

Zoom (see calendar invite for link)

x	Pat Stall, Director School of Education	x	Wendy Hansbrough, Interim Director School of Nursing
	Anne Rene Elsbree/Annette Daoud Associate Directors, School of Education	x	Amy Carney/ <i>Elvira Gomez/Tara Marko</i> Associate Directors, School of Nursing
x	Fernando Soriano, Director Human Development Department	x	Christina Holub, Interim Director Public Health Program
x	Paul Stuhr, Chair Kinesiology Department	x	Deborah Kristan, Interim Dean CEHHS
	Blake Beecher, Chair Social Work Department	x	Lori Heisler, Interim Associate Dean CEHHS
x	Sue Moineau, Chair Speech-Language Pathology Department	x	Shannon Cody, Assistant Dean CEHHS Student Services

- I. Approval of Agenda (DK)  
Approved as written
- II. Approval of Minutes (from Sept 8, 2020) (DK)  
Approved as written
- III. Updates/Notices (DK)
  - a. VP for FAS: Mary Stephens overlapping with Neal Hoss as he transitions out.  
Not sure where the president is on prioritizing MPP searches.
  - b. Search for Chief Diversity Officer  
being prioritized
  - c. Faculty Research Reactivation  
Meeting is during leadership; Debbie will attend when she can. They will be reviewing research that has face: face observations. IRB will be reviewing proposals
  - d. Faculty phones (moving to Teams)  
Replace faculty office phones to a computer-based approach
- IV. Action/Decision Items
  - a. (DK)
- V. Discussion Items
  - a. Website Update Preview (Time certain: 1:40p; for 10 minutes) (MH)  
Giving day is Dec. 1<sup>st</sup>, directors & chairs should send Marilyn information if they have an initiative.  
Marilyn shared the draft CEHHS website, it should go live in about a week.

- b. Lecturer Overloads (DK)  
 State side programs or split-funded programs where the lecturer is only teaching state side courses, overload is no longer allowed for stateside teaching. Can no longer use 444 funds to cover overload on a stateside appt. Not permitted to use stateside funds for overload. There are no funds available for overload for stateside appts.  
 EL lecturer programs can continue to use the same practices, over 15 units does need Associate Dean approval.  
 People should not exceed 125% in workload.
- c. Cluster Hires (Pilot) (DK)  
 Not able to thaw chilled stateside hires. The Social Work search will go on. The Provost is starting a pilot program around cluster hires; this is where you hire a group of people related around a certain topic. This year it is around diversity and inclusion.
- d. Retreat Follow-up (DK)
- i. Debrief & Ideas for Future Gatherings
  - ii. Cultural Proficiency, Implicit Bias & Anti-Racism: Initial Conversations  
 PH brought this up at their faculty retreat, they viewed other websites and agreed they want to add a statement to their website.  
 HD has a value at making sure they incorporate some relevance of these topics in all their classes. They also like the idea of adding a statement to their website.  
 SON is bound by the American Nursing Association verbiage; they provide care based on each person's ethics and culture.  
 SOE also states their values on their website.  
 SLP implementing a workshop during orientation around racial literacy. Will also be doing another workshop with roll playing.
- e. Student Services Needs Assessment (SC)  
 Looks at what each program/dept needs from student services.  
 Restructuring of undergraduate advising, give the college an opportunity to rethink SSC roles & responsibilities. Thinking of doing focus group work, provide input anonymously. Bring to CCC as well. What services and recourses can SSC bring to each group? If there is programing that you can imagine for your students that doesn't exist, bring those ideas up as well.  
 Student coaching programs have shown to be successful in COBA.
- f. Faculty/Staff Morale (DK)

VI. Other Announcements

(All)

- a. Check in from Directors/Chairs.
  - SON changes in leadership are additional stresses, faculty are also stressed.
  - HD echo's SON comments share insights from other faculty members. Have "Happy Hour" meetings.
  - SOE hanging in as best they can, their stressors are what is happening in k-12 schools
  - KINE concerns, are they giving their students the best instruction online, are students getting "everything out of the class" that they need?
  - Quality and content of courses are a concern for faculty.

VII. Future Items

- a. Mentorship for Assistant Professors (DK)
- b. Faculty Recognitions (F. Soriano)
- c. Faculty Reassigned Time (LH)