The meeting was called to order at 2:00 pm, adjourned at 3:04 pm.

Present: Laura Bierema, Rob Branch, Janet Buckworth, Ron Cervero, Barbara Crawford, Cynthia Dillard, Kathleen DeMarrais, Ellen Evans, Ashley Faris, Andy Garber, Brian Glasser, Craig Kennedy, Ralph Knapp, Anne Marcotte, Stacey Neuarth-Pritchett, Karl Newel Anneliese Singh, Cindy Vai

Guests: n/a

Points of Information

- Welcome to new member Ashley Faris, SGA President
- Faculty Senate Update (Ellen Evans):
  - November meeting occurred the day before LC meeting. Craig visited the meeting as requested by the Senate for conversation. Topics were solicited prior to the meeting.
  - Topics discussed by Craig included: A) Faculty Performance Initiative, B) Minimum enrollments for doctoral classes and C) Fiscal health of the COE. Discussions were productive and well received.
- Office of Diversity, Equity, and Inclusion (DEI) Update (Anneliese Singh):
  - Election debrief:
    - Thanks to everyone for support and the active leadership from units in addressing the range of reactions to the election. It is going to take time to heal divisions, and intentional community-building is important. Our shared COE values should guide our interactions.
    - Dean Kennedy’s message was important and is making a difference for faculty, students, and staff.
    - 25 people came into the DEI open sessions with a wide range of faculty, staff and students wanting to know what we need to do. Many people were displaying traumatic symptoms.
    - We need to develop short-term strategies at the program, department, and unit levels to let faculty, staff, and students know that they are valuable members of our community. Messages of support from unit leaders are especially important for students, staff, and faculty who are experiencing uncertainty in a variety of ways.
    - We need to develop long-term strategies of community-building, and that means different things for each unit that are important to talk about within the units to create consensus on shared DEI goals.
    - We had a discussion about what we are seeing in terms of student, staff, and faculty reactions, needs, and expectations, as well as what leaders can do next. Any instance of discrimination should be reported immediately, and moving forward facilitating discussions that include a wide range of perspectives is important.
    - DEI Office provided resources to unit leaders after the election and can provide resources on facilitating courageous conversations and improving COE climate related to DEI issues.
  - We have work to do. How do we help people feel like they belong in the COE and that their voices are valued? Support one another in having these conversations.
- Use this as a moment to change how we interact with each other (dignity and dialogue).
- Scheduling academic events and speakers (Craig Kennedy—see action item below).
- Grant Proposal Submission: Timeline and Signoff (Karl Newell)
  - Quality is compromised when faculty do not allow adequate time for grant submissions to be reviewed and signed off. Sentiment is favorable toward establishing hard deadlines.
  - Signoff accountability was reviewed with expectations for earlier submission dates so that the Office of Research can provide due diligence to ensure that proposals meet COE quality standards and other institutional requirements.
  - Peer review of proposals is encouraged. This activity will heighten proposal quality and subsequent success. There was support for this idea and also concern about quality and timing.
  - Departments are asked to help develop a more uniform and professional proposal submission process.