# The 2017 Kick Off for Faculty

<table>
<thead>
<tr>
<th>#</th>
<th>Time</th>
<th>Agenda Item</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>08:30-09:00</td>
<td>Arrival with coffee and muffins</td>
<td>Faculty</td>
</tr>
<tr>
<td>2</td>
<td>09:00-09:20</td>
<td>Warm Up and Welcome</td>
<td>Kirk/Provost</td>
</tr>
<tr>
<td>3</td>
<td>09:20-09:50</td>
<td>Looking Back and Looking Forward: transitions, needed transformations, challenges and opportunities</td>
<td>Kirk</td>
</tr>
<tr>
<td>4</td>
<td>09:50-10:20</td>
<td>Program and Specializations (ADs)</td>
<td>Gerald/Rhonda/Kirk</td>
</tr>
<tr>
<td>5</td>
<td>10:20-10:30</td>
<td>Nutrition Break</td>
<td>All</td>
</tr>
<tr>
<td>6</td>
<td>10:30-11:15</td>
<td>STEM Update</td>
<td>Mary Plus</td>
</tr>
<tr>
<td>7</td>
<td>11:15-12:15</td>
<td>Research Changes and Opportunities (Process, Research Chairs and clusters, Grants Facilitation)</td>
<td>Lisa/Rhonda</td>
</tr>
<tr>
<td>10</td>
<td>12:15-13:30</td>
<td>Lunch (including staff)</td>
<td>Faculty &amp; staff</td>
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The 2017 Kick Off for Staff

<table>
<thead>
<tr>
<th>#</th>
<th>Time</th>
<th>Agenda Item</th>
<th>Facilitator</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>12:15-13:30</td>
<td>Lunch (including staff)</td>
<td>Staff &amp; faculty</td>
</tr>
<tr>
<td>3</td>
<td>13:30-13:50</td>
<td>Warm Up and Welcome</td>
<td>Kirk/Sarah</td>
</tr>
<tr>
<td>5</td>
<td>14:20-14:50</td>
<td>Professional Development Planning and Goals Setting</td>
<td>Sarah/Kirk</td>
</tr>
<tr>
<td>6</td>
<td>14:50-15:00</td>
<td>Open Mic</td>
<td>An open forum</td>
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<tr>
<td>7</td>
<td>15:00</td>
<td>Nutrition Break</td>
<td>All</td>
</tr>
</tbody>
</table>
1. Budgets: Reductions
2. Programs: Changes to Degrees and Options-Specializations
3. Research: Support, Effort and CRC feedback
4. The Task Force on Outcomes…
5. Suggested next steps…
1. Budget: As we stand today

- Weighted enrollment declining, but u grad is above Enrollment 2020 plan projections for the last two years
  - Effect of B'Ed I/S (reduced to 51 CU)
  - Retaining length of B'Ed P/E (not reducing it to 60 CU)
    - Seeking modest improvements in recruiting

- Graduate enrollment has softened over the last three years
  - May be linked to ugrad decrease
    - Need to increase options and flexibility

- Revise and Review Annual and 4 Year Faculty Staffing Plan

- The need to be aware of our role in teacher development
  - The case with other faculties at MUN and in Canada...
## 1.1 WTE: Enrollment by Registrations

<table>
<thead>
<tr>
<th>Year/Term</th>
<th>Registrations</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Undergraduate</td>
</tr>
<tr>
<td></td>
<td>St. John’s</td>
</tr>
<tr>
<td>2012-13</td>
<td>4,895</td>
</tr>
<tr>
<td>2013-14</td>
<td>3,633</td>
</tr>
<tr>
<td>2014-15</td>
<td>3,893</td>
</tr>
<tr>
<td>2015-16</td>
<td>3,898</td>
</tr>
<tr>
<td>2016-17</td>
<td>3,453</td>
</tr>
<tr>
<td>Change from last year</td>
<td>-404</td>
</tr>
</tbody>
</table>
### 1.3 Budget 2017: Reduced Budget (2017-2020)

<table>
<thead>
<tr>
<th>Year</th>
<th>2016/17</th>
<th>2017/18</th>
<th>2018/19</th>
<th>2019/20</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$75,000</td>
<td>$315,000</td>
<td>$210,000</td>
<td>$220,000</td>
<td>$820,000</td>
</tr>
</tbody>
</table>

- 80% of future cuts based on Faculty’s proportion (7%) of the St. John’s academic portfolio (10 units, not including medicine)

- 20% of future cuts anchored in weighted enrolment (WE) trends for each Faculty
Faculty Strategic Plan
2020: Strength Through Collaboration

Budget Goal: Reduce and/or re-align specializations to create better synergy

1.4 Budget 2017-2020: Response

- Come up with a plan that works for us:
  - Teaching-Program Plan (Preserves a base for new programing)
    - Changes to Ugrad (1st degree, Corner Brook, Lab.)
    - Results in new options-adv cert, grad dips, degree, phd options
    - Potentially increases student enrolment
  - Revenue Generation
    - Egypt.
    - Others???
  - Complement Adjustments (Revitalizes and increases the profile of the Faculty- 4 year outline):
    - Complement changes
    - Conversions
    - Realignments
    - Reductions
      - Staff
      - Faculty
1.5 Budget 2017-2020: Carry Over

Dealing with oddity in budgeting… the carryover

- Delays in hiring mean a carry over accumulated in many faculties
- Instructions are to Use funds with Provost approved expenditure:
  - Counseling centre (3rd floor)
  - Model Classroom for Play based learning and early learning (2nd floor)
  - ‘Smart’ meeting room (2nd floor)
  - Arts room (4th floor)
    - Graduate research commons (5th floor)?
- Loaned space being returned to faculty:
  - The Aboriginal Advisor office
  - Offices from FYS
  - Computer Services?
2. Program Plan:

Process and Related issues

- U Grad Moving Forward (Gerald)
  - STEM and normal PE processes … this year.
  - Special Ed Review and renewal
  - Status of First Degree(s)
    - Use off campus, or not
    - Use as revenue generation and international (Egypt)
    - Does this mean a first degree I/S?
    - Staff distribution: realignment of ugrad and grad supports

- Creation of Graduate Diplomas (Rhonda)
  - Any specialization or sub-specialization (this year)
    - 2 Core + 2 Electives
    - 3 Core + 1 Elective
  - Design your own Option (Focus on Area of Choice-design (this year)
  - Laddering….
  - Key Area Diplomas (Autism/LS; Assessment Lit: Etc. about 4)
2. RESEARCH EXCELLENCE

Foster a culture and create greater opportunities for collaborative, innovative, strategic and curiosity-driven research for both faculty and students to impact theory, policy, practice and pedagogy that make a difference in the world, locally and globally.

- ACTIONS:
  2.1 Create a process to document, value and celebrate diverse research activities.
  2.2 Organize regular public engagement and scholarly forums to share and promote faculty and student-led research projects as a means of supporting knowledge mobilization as well as forging new community and research partnerships.
  2.3 Identify new opportunities to strengthen research activities within the Faculty of Education in support of local, national and international research initiatives.
  2.4 Support faculty, staff, and students, both undergraduate and graduate, in initiating new research projects.
  2.5 Identify opportunities for new research chairs within the Faculty.
  2.6 Secure additional staff members within the Faculty of Education to support research, including seeking non-traditional funding sources, writing grants and supporting research mobilization.
3. Research Excellence

ACTIONS:

2.1 Create a process to document, value and celebrate diverse research activities.
   Insert in Community Report, Speed dating, Research Matters in Education, Profile, Svi Val, and others....

2.2 Organize regular public engagement and scholarly forums to share and promote faculty and student-led research projects as a means of supporting knowledge mobilization as well as forging new community and research partnerships.
   Doc sems, reports, others...

2.3 Identify new opportunities to strengthen research activities within the Faculty of Education in support of local, national and international research initiatives.
   UArctic, Relationships First, ....

2.4 Support faculty, staff, and students, both undergraduate and graduate, in initiating new research projects.
   U Ottawa, seed funding... $1000 to $1500 shared between student and faculty member.

2.5 Identify opportunities for new research chairs within the Faculty.
   CRC x 3; STEM +, faculty research chairs....
   Valuable note: comment from CRC committee on clusters, bias in Sci Val...?

2.6 Secure additional staff members within the Faculty of Education to support research, including seeking non-traditional funding sources, writing grants and supporting research mobilization.
   Moving Grants Officer to full time...
   Nunatsivut...?
4. The Task Force on Outcomes

Reaction:

Levers and sticks

Initial Standards of Practice

Certification

Courses in Special Education

Implementation Team

Meeting with Deputy Ministry and DOE Implementation lead

Response...
5. Open Mic ... Where now...?

Next Steps: What can you do?
Next Steps: What can I do?
Next Steps: What can we do?