

**College of Education (COE)  
Faculty Policy Council Minutes  
January 22, 2007**

**Members Present:** Jamie Algina (alternate for John Kranzler), Buffy Bondy, Mary Ann Clark, Zihui Fang, Cynthia Griffin, Bernie Oliver, Diane Ryndak, Sondra Smith, Rod Webb, Elizabeth Yeager

**Members Absent:** Jim Doud, John Kranzler

**Non-Members Present:** Marylynn Hall, Tom Dana

Meeting began at 2:06pm

Bondy asked for a motion to approve the agenda. Ryndak moved to approve agenda and Yeager seconded the motion. The agenda was unanimously approved.

Bondy asked for a motion to approve the December 11, 2006 FPC meeting minutes. Webb moved to approve the minutes and Griffin seconded the motion.

Suggested amendments:

1. Webb asked to strike the last line of the technology committee report and replace it with "The chair will reconvene the committee in January."
2. Ryndak asked to replace references to "Benson" with "Dean Benson".

The minutes were unanimously approved as amended.

**Committee Reports**

**Curriculum**

Elizabeth Yeager

Yeager reported that the committee has not met. They scheduled to meet again on the 29<sup>th</sup> but this meeting has now been postponed due to search activities on that day.

**Faculty and Budgetary Affairs (FBAC)**

Sondra Smith

Smith reported that the FBAC met and split into two sub-committees to work on two separate issues: 1) Faculty load; and 2) Faculty role in budget. FBAC will have a separate meeting to go over sabbaticals. There is also an ad-hoc committee working to clarify the criteria for tenure and promotion of tenure track faculty in the COE. Mirka Koro-Ljungberg is chairing the ad-hoc committee.

**Lectures, Seminars, and Awards (LSAC)**

Diane Ryndak

Ryndak reported that the committee has not met since the last FPC meeting. Mary Kay Dykes, chair of the LSAC, has arranged to meet with Dean Benson to develop the committee agenda.

**Long-Range Planning (LRPC)**

Bernie Oliver

Oliver reported that the LRPC has an ad-hoc committee working on a survey to get COE faculty views of shared governance (chaired by James McLeskey). The LRPC is also working on length of terms for committee members and the dean's evaluation. Griffin was invited to the last LRPC meeting to talk about her and Holly Lane's work with the dean's evaluation last year. We don't know who will lead the dean evaluations this year. Associate and assistant deans are on a two-year cycle, so Paul and Theresa are up for review as well. Their reviews may need to be redesigned because their roles are different than other deans' roles. Griffin encouraged the committee to reuse the dean's evaluation from last year.

### **Research Advisory (RAC)**

Mary Ann Clark

Clark reported the RAC met January 10 to work on research opportunity seed grant proposals. Three complete proposals came through, so the committee rank ordered them, gave the applicants feedback, and pushed two applications forward. CRIF is the next project.

### **Student Recruitment, Admissions, and Petitions (SRAPC)**

John Kranzler

No report due to Kranzler's absence.

### **Technology (TC)**

Rod Webb

Webb reported that the TC has a meeting planned for January 26<sup>th</sup> at 10:00am.

### **UF Faculty Senate Report**

Griffin reported on three items being discussed in the Senate:

1. Currently there are three admissions dates: Early decision, Regular I, and Regular II. Early decision candidates that don't get accepted are dropped from consideration. These candidates are sometimes more qualified than students who get accepted in Regular I and II. President Machen would like to allow the people who don't get in during early admission to be rolled over.
2. There was discussion of an academic enrichment program to supplement low tuition.
3. The administration plans to hire a dispute resolution officer. This person will have faculty credentials and will report to Kyle Cavanaugh. He or she will inform the faculty about dispute resolution procedures and assist faculty in resolving disputes. The chair of the faculty senate used to deal with these disputes. The Union is supportive of this new position.

### **Dean's Report**

#### **CADREI**

CADREI stands for Council of Academic Deans of Research Education Institutions. A group headed by Associate Dean Jeri Benson and Linda Hagedorn submitted a proposal to CADREI to help redesign the professional practice doctorate. We were one of

the 20 institutions selected. Several faculty members were involved in developing the proposal and Dean Emihovich named them all and thanked them. This award does not carry money, only prestige. It will be a 3-5 year initiative. Perhaps some of this work could flow through one or more FPC committees.

## **Kellogg**

The COE, along with the Early Childhood Initiative Foundation (ECIF), will receive a grant from the Kellogg Foundation to restructure the curriculum of the Miami-Dade County School District, preK-3<sup>rd</sup> grade. The COE will receive \$5 million through the Lastinger Center and David Lawrence's ECIF will receive \$5 million. There will be a photo op where the Kellogg Foundation will hand a big check to President Machen. This grant improves the COE's national prestige and standing within the University. The Kellogg Foundation was impressed by our scholarship of engagement work. It is an indicator that systemic, district-wide change is where the field at large is moving. Now that Kellogg has funded this first proposal, the COE is starting to think about our second proposal. The topic is: What does the college of education of the future look like? And how could we serve as a model? Kellogg wants us to be rethinking the entire college of education concept. Faculty members interested in developing the proposal should talk to the Dean. This has the potential to become another multi-million dollar grant.

## **Salary Equity Review**

Dean Emihovich reported that as part of the collective bargaining agreement with the Union, the University must have funds for salary equity adjustments—no less than .0025% and no more than .0075% of the total university budget. And each unit has to fund this themselves. Two faculty members have already requested salary equity reviews. Dean Emihovich does not want to act until she gets input from FPC and departments. Ultimately it is an administrative decision, but she wants to make the review process transparent. The salary guidelines being used are from the Oklahoma State Salary Survey (OSSS). Anyone who thinks their salary is compressed must use the OSSS to make their case. If someone is extremely productive and compressed, he or she is a strong candidate for an adjustment. The Provost has a document suggesting a process for equity reviews. There is also a document outlining the process used by CLAS. Dean Emihovich handed out these documents to FPC members. She asked members to read both documents and provide feedback. She will ask for feedback from department chairs tomorrow. A discussion followed, wherein the following points were raised:

- About ten years ago the college used a process for alleviating compression. It was completely transparent. Algina found this policy and brought it to Dean Emihovich during the meeting.
- Asking individual units to allocate this money is not the most efficient way to handle the problem. Could cause conflict.
- There should be either: 1) a consultant or 2) a college-wide committee to make review decisions. Doing it by department is a bad idea (too much potential for conflict).
- There is not enough time to bring in a consultant

- What about extra pay for extra duties? It is an important issue not addressed by this process.
- These salary adjustments have to be funded out the COE budget. The only place the money can come from is vacant faculty lines not being filled or from the Provost. Dean Emihovich can't use carry forward money to fund rate.
- Dean Emihovich needs feedback pretty quickly so that she can have process in place by spring break (March 12).

All agree that a college-wide committee to come up with the criteria, review the salary data, and make initial recommendations is a good idea. Maybe there should be an FPC committee to manage this process every year. Possibly six members on the committee, one from each of the five departments and a dean's representative. Dean Emihovich and Bondy will work together to choose committee members. Bondy thanked Dean Emihovich for bringing this issue to the FPC. The more these processes are transparent, the better.

### **Scholarship of Engagement Celebration**

There will be one person selected from each department for a Scholarship of Engagement award. Departments will come up with their own selection procedures. There will still be a campus award, a school district award, and a community award. The celebration is at 6pm on April 25<sup>th</sup> at Emerson Alumni Hall. Student scholarship participants and donors get free tickets. Other people buy tickets. Dean Emihovich uses funds from ticket sales to build discretionary funds for supplementing scholarships and helping students in dire financial or other emergency circumstances.

### **Discussion Items**

1. Revising FPC committees: number and responsibilities of committees; staggered terms on committees

Bondy provided members with a copy of the COE constitution. On page 5 of the constitution is the list of the committees. A discussion on the number and responsibilities of committees followed. Points were:

- Committees were planned seven years ago and can be adjusted if necessary.
- FBAC is a really busy committee. It makes sense to divide it into the Faculty Affairs Committee and the Budgetary Affairs Committee. Smith will ask FBAC for a few sentences defining the new committees.
- FBAC is planning how they will interact with the Dean on budgetary issues.
- The Budget part of the FBAC role could go to the LRPC.
- Perhaps the FPC can eliminate the Student Admissions and Petitions committee. We are waiting to hear from John Kranzler.
- There needs to be some way of monitoring student petitions. If the committee gives up that monitoring role, they may regret it in the future.
- Every year there is a whole new crew on each committee, so staggering the membership seems important.

- People like the idea of a two-year term, but the first year you have to stagger some way. Clark suggested that at the end of the year, the committees decide who stays. Webb suggested that each department be assigned to have a two-year person on certain committees.
  - Based on this discussion, Bondy and Yeager may put together a proposal for the next meeting.
2. Elections committee: appoint members immediately for Senate and FPC elections

The Faculty Senate has new guidelines about how senate elections will be handled. The COE needs a nominating committee to identify eight nominees for the four positions that need to be filled on the Faculty Senate. The nominating committee needs to represent the academic interests in the COE, so having representatives from each department makes sense. Bondy will be approaching people and asking them to serve because we need to get this started right away. Later on we'll be dealing with how we handle FPC elections, and the new nominating/elections committee can help there too. Bondy asked if there were objections to the agenda committee selecting people for this nominating/elections committee. There were no objections.

### **Future Agenda Items**

Bondy reminded members to let her know about cross-departmental issues that would be important for FPC to consider.

Meeting adjourned at 3:59pm

**Next Meeting: February 12, 2007**