**2020-2021 FPC Committees’ Initiatives Plan – Guiding Questions and Recommendations**

Please note: This is a working document and will be updated throughout the year as FPC proceeds toward accomplishing these goals.

FPC Committee Reps are requested to convene the first meeting of each FPC committee at the beginning of the fall semester to facilitate committee chair selection and review the guiding questions and recommendations noted below. Goals from these documents are noted below for possible alignment with FPC committees. Each committee is asked to submit their respective adopted goals no later than September 14th 2020 to the FPC Chair, Diana Joyce-Beaulieu ([djoyce@coe.ufl.edu](mailto:djoyce@coe.ufl.edu)). The adopted goals will be shared with the Dean’s office on September 15th and the COE faculty at the September 21st Fall Faculty Kick-off Meeting.

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| Committee | Recommended carry forward business from 2019-2020 FPC Committee Reports1 | President Fuchs, The Decade Ahead  June 18, 2020 Notice2 | COE 2019-2020 Ad Hoc Committee IDEA Conversations, Guiding Questions 3-16-20203 | FPC 2019-2020 Ad Hoc Ally Final Report May 2020 Committee3 | FPC Discussions on COE Diversity Policies 4-18-204 | Other Faculty Requests for FPC Committees | Adopted Goals by Committee | Expected Outcomes |
| Budgetary Affairs; FPC Rep Cyndy Griffin; Chair Anne Corrine Manley | Consult on any budget related discussions as a result of COVID and State economic downturn |  |  |  | Policy goals for directing COE resources to diversity recruitment & retention | Faculty salary data by race/ethnicity, sex, rank to be reviewed for equity trends in salary distribution; Request regular updates on COE budgets | 1. Review and revise the Guiding Principles for Budget Decisions 2. Continuously consult with Deans on budget reduction issues    1. Use the Guiding Principles of Budget Decisions to set priorities for budget reductions    2. Propose ideas for revenue generation to the Deans 3. Recommend and advise new allocations and re-allocations of monies to anti-racism activities in the College of Education 4. Assist in evaluating equity in faculty salaries in the College of Education |  |
| College Curriculum;  FPC Rep and Chair, Angela Kohnen |  | Led by faculty, UF will reevaluate & revise appropriate elements of curriculum including UF Quest | Address curriculum, programs, degrees & certificates related to diversity needs |  | Idea goals for courses, programs, degrees, certificates; Overall policy goals for advisement on COE curriculum content | Assistance with CCC process & pending requests | 1. Prioritize approval of courses already reviewed by CCC that have an equity and diversity focus (follow up wherever these are hung up and try to move toward final approval) 2. Collect all existing resources about curriculum development that have been compiled by COE and make them visible and accessible on the CCC website 3. As a committee, create guiding questions for reviewers and submitters with an equity focus 4. Communicate with the college committee on anti-racist curriculum to ensure we are working in the same direction |  |
| Diversity & Inclusion; FPC Rep and Chair Gage Jetter | Revise the committee mission statement to remove the comment about President Machen and to incorporate Inclusion, Diversity, Equity, and Access (IDEA); | UF will require training for all students, faculty & staff on racism, inclusion & bias; Led by faculty, UF will reevaluate & revise appropriate elements of curriculum including UF Quest | Address cultural competency | How can COE community be responsive to distressing racist events/incidents [with resources, counter events]? Consider an affinity group to play a specific role during critical events & incidents | Policy goals diverse faculty recruitment; targeted hiring, Policy goals cultural competence | Statement against racism & inequities broadly and in education, endorsed from the COE (on website); Consider a subcommittee dedicated to Black anti-racism issues | 1. (Re)define our committee’s role, purpose, and work within broader COE/UF initiatives 2. Revise our committee’s mission statement to more accurately reflect our role, purpose, and work 3. Organize, coordinate, and follow-up on ongoing collaborative professional learning opportunities for instructors to critically examine and intentionally revise the design and delivery of current/future courses | 1. An addendum to our constitutional responsibilities that clearly and explicitly articulates our committee’s role, purpose, and work within broader COE/UF initiatives 2. A revised mission statement approved by FPC 3. Revised course design and delivery (as evidenced by syllabi, Canvas course shells, peer/student evaluations, etc.) as a result of ongoing collaborative professional learning opportunities for instructors to critically examine and reviews, accessibility checks on canvas, and the follow 5 Twitter challenge. 4. current/future courses intentionally revise the design and delivery of current/future courses |
| Faculty Affairs, FPC Rep Lindsay Lynch, Chair TBD | Workload of the Faculty Affairs Committee, Is the workload unreasonable? If so, are there changes that could be made in committee structures and assignments to make it more reasonable? | Intensify efforts in recruiting, supporting, retaining students, faculty & employees of color, particularly Black students, faculty & staff. To promote transparency & accountability, we will publish by department & college the race, ethnicity & gender trends for faculty, staff & students & report to Board of Trustees | Diversity & recruitment plan, intentional recruitment, targeted hiring, mentoring & retention |  | Policy goals mentoring & retention new hires; Policy goals T&P |  | 1. Review College of Education policies to ensure alignment with the new Collective Bargaining Agreement that will be finalized this year 2. This review process will include evaluation through a social justice lens 3. Special focus on CBA articles related to intellectual property, T&P annual review, and impact of COVID on teaching, research, and service 4. Seek ways to account for the labor of minoritized faculty in effort calculations |  |
| Lectures, Seminars & Awards; FPC Rep & Chair Helena Mawdsley |  | 2020-2021 will focus on Black experience, racism & inequity. Each college will feature speakers, seminars & courses |  | Offer one or more trainings/workshops focused on supports for minoritized people of color and guidance on allyship during distressed times. | Activities & events focusing on cultural competence goals; Ideas for recognition of work new faculty are doing |  | 1. 2020-2021 will focus on Black experience, racism & inequity. LSAC will feature speakers, seminars & courses. 2. Activities & events focusing on cultural competence goals; LSAC will discuss Ideas for recognition of work new faculty are doing |  |
| Long Range Planning; FPC Rep Hope Schuermann, Chair TBD | Review the provision in the COE Constitution about evaluating the work of the schools every 5 years. In light of the evaluations that are regularly being completed for the BOG, DOE, CAEP, and other accrediting groups, committee recommended modification of the constitution to remove the language about evaluating work of the schools every 5 years. | Intensify efforts in recruiting, supporting, retaining students, faculty & employees of color, particularly Black students, faculty & staff. To promote transparency & accountability, we will publish by department & college the race, ethnicity & gender trends for faculty, staff & students & report to Board of Trustees | Review how T&P guidelines reflect valuing diversity; Conduct a biannual climate survey for faculty to inform ongoing planning; Establish a dashboard for tracking diversity, inclusion goals/metrics | Messaging affirming core values; Responses to distressing racist events | Goals for creating a more inclusive and collegial environment; development of climate survey on diversity and equity issues; Ways to measure progress on diversity policy |  | 1. To promote transparency & accountability, we will publish by department & college the race, ethnicity & gender trends for faculty, staff & students & report by establishing a dashboard for tracking diversity, inclusion goals/metrics 2. Get report from diversity committee about metrics 3. Focus on things we have control over 4. Faculty & student diversity 5. Race, Ethnicity, & Gender by school, program(?), student, faculty, staff 6. Ask Elayne, Maria, or Nathan about what diversity metrics they collect & the terminology used for these categories 7. Suggest criteria for success in improvement in these areas over long term- 1 year, 5 year |  |
| Research Advisory; FPC Rep & Chair Alice Kay Emery |  | UF will make competitive grants available to faculty on race, equity, justice & reconciliation |  |  | Policy goals for recruiting faculty who investigate lines of inquiry related to diversity & equity |  | 1. Revising language to CRIF to add guidelines for equity 2. Writing a statement/guidance for faculty thinking about impacts of research on issues of equity 3. Work with D&I committee to draft a statement on recruiting faculty who do research on issues of equity |  |
| Technology & Distance Ed; FPC Rep Maya Israel, Chair TBD | Continue work related to the Blue Ribbon 3 (BRC) process for online courses; Explore possible strategies for implementing Badges for the BAES program; Consider a mandatory training for future online instructors; Investigate possible approaches to support faculty efforts in the process of implementing online quality standards. |  | Address curriculum, programs, degrees & certificates related to diversity needs | Messaging affirming core values; Responses to distressing racist events; How can COE community be responsive to distressing racist events/incidents [with resources]? | Ideas goals for courses, programs, degrees, certificates; Overall policy goals for advisement on COE curriculum content with specific focus on online learning; Use technology to track goals related to diversity and equity |  | 1. Look at existing data for our online programs (Applied, admitted, enrolled, graduation, and time to degree) from the perspective of diversity. It would be helpful to look at both the state-run, self-funded, cohort programs. 2. Suggest professional development that faculty and staff can participate in related to anti-racist distance education instructional practices. There will likely be overlap with the curriculum committee on this goal. |  |

1 FPC final committee reports are available on the FPC website under the FPC committees tab https://education.ufl.edu/governance/faculty-policy-council-committees/

2 The June 18th 2020, The Decade Ahead, notice from President Fuchs, provided via e-mail to all UF Faculty

3 Full reports for the COE IDEA ad hoc and FPC ad hoc committees are available on the FPC website under the resources tab <https://education.ufl.edu/faculty-policy/resources/>

4 FPC Discussion Notes for 4-18-20 are available on the FPC website under Minutes, 2019-2020 Archive, https://education.ufl.edu/faculty-policy/2019-2020-fpc-minutes/