

**College of Education**  
**Spring Faculty Meeting/ Faculty Policy Council Meeting**  
**April 18, 2022, 2:00-4:00**  
**Norman Conference Center**

**Announcements**

BAC Budget forum, 4/27, 12:00, Zoom

Special constitutional amendment meeting, 4/27, 1:00, Zoom

*These two meetings will use the same Zoom link. Voting on the constitutional amendment will occur during the meeting.*

<https://ufl.zoom.us/j/93552743548?pwd=bUwwRlVBejV5Y00rSG8wKzVFYitBdz09>

**Spring Faculty Meeting:**

**Guest Speaker:** Conor Flynn: “Perspectives on Recent Legislation Affecting Education in Florida”

*This is the first in a proposed series of guest speakers offering perspectives on Florida legislation affecting K-12 and higher education. We hope to continue the series throughout the 2022-2023 school year. FPC will seek representatives from school districts, UF Counsel, and others to share their interpretations of relevant legislation. No speakers will be offering individual legal counsel and, unless expressly stated, speakers will not be representing the opinions of the university, College of Education, or FPC.*

*If faculty have ideas for speakers or perspectives for this series, please let Julie Brown or Ashley MacSuga-Gage know.*

Links to legislation, effective July 1, 2022:

- HB 1557: <https://www.flsenate.gov/Session/Bill/2022/1557/BillText/er/PDF>
- HB 7: <https://www.flsenate.gov/Session/Bill/2022/7/BillText/er/PDF>

Conor Flynn shares perspectives on recent legislation affecting education in Florida as guest speaker.

**Deans' Reports**

- Associate Dean Tina Smith-Bonahue
  - Students are not alone. We will make sure to communicate with them and support them.
  - Congratulations to Early Childhood team that now has a new bachelor's program.
  - Doctoral admissions are almost done – everyone did great with recruiting.
  - Data is coming in on the BAES program, as well as new specializations and courses.
  - Thank you to scholarship committee. There will be an opportunity in the fall about gift agreements changing – I would love some faculty input.
  - COE Recognition Ceremony on April 30<sup>th</sup>. Let me know if you would like to participate.

- We think we have funding for apprenticeship program – proposal was submitted. Goal is to engage with Florida on teacher shortages in a productive way. Looking for an innovative way to prepare educators who are already in classrooms.
- Associate Dean Thomasenia Adams
  - OER has had 61 funded proposals, \$128 million – we are doing very well for this fiscal year.
  - 144 proposals submitted – still a lot out there pending.
  - School Directors search committee is excited to bring in good candidates
  - T&P slate – looking forward to celebrating this year’s, and getting reading for next year’s
  - Reminder: we are still looking for a technical writer
  - Reminder: if you anticipate engaging in outside activities, apply on UFolio
  - Sustained performance process for senior faculty – get ready to make sure senior faculty have the evaluations necessary
  - Reminder: OER is here to serve faculty – give us feedback on anything we can do better.
- Dean Glenn Good
  - Number of positions are difficult to fill these days (private sector is paying more, offering remote, etc.)
  - Great things happening at the college! Researchers getting funding is good for all of us.
  - Rankings are going up – a testament to all of you.
  - Getting approval for hiring new / replacement faculty
  - AI technology is where UF is investing heavily – we are ready for even more.
  - Ed Tech sector is ready for growth based on what young people are doing
  - New Norman – “Grand opening” will be coming up next month.
  - Staff appreciation in the courtyard coming soon.
  - Restoring community at COE now that is becoming safer.
  - Norman field is going to become an academic building – hopefully for COE
  - Budget starts in 3 months – they are project 3% merit raises
  - Update on leadership changes at UF
  - Almost 50% of faculty are new (under 4 years here) – now that we are moving back to face-to-face, say hi to people you see!

### **Final committee reports**

- **Budgetary Affairs:** James McLeskey
  - No budget – nothing approved
  - Developed a process with monthly meetings and hard work
  - We developed a flow chart describing of faculty salary processes that will be posted in a public website space
  - We clarified merit processes across schools. Make these policies public and make sure they are fair across schools.
- **College Curriculum:** Julie Brown
  - Focus was on improving and streamlining the proposal and approval processes
  - New grad courses are coming through
  - New undergraduate courses

- New proposed course for all of UF
- Diversity & Inclusion: Anne Seraphine
  - Extend and approve the mission statement for the D&I committee. Working document grounds committee and provides recommendations for actions
  - Changed award application process to require an artifact
  - Put working document into practice to encourage professional learning at the college. EduGator talks – reach out if you want to get into that space. This is an online professional learning space that can help inform teaching, research, service.
  - Looking for collaboration across FPC committees – moving forward, goals can include inter-committee collaborations
  - This committee will need to be supported regarding D&I work in today’s political climate.
- Faculty Affairs: Tara Mathien
  - Looked at COE policies for alignment with CBA – found that it was in alignment, but could be more detailed
  - Looked at joint appointments – FAC next year should look into this for next year for clarity and adherence to bylaws. STL has already started working on this, can be investigated more broadly next year
  - Makeup of T&P committee – looked at CBA, number of people going up for T&P, number of people we have, etc. We recommend more conversations about this moving forward, including non-tenure positions.
- Lectures, Seminars & Awards: Shelley Warm
  - Supported a seminar – some others were impacted by Covid. Looking forward to more opportunities next year
  - Reviewed awards, met the goals of the committee from the outset of the year
- Long Range Planning: Chris Redding
  - Main work was running deans’ and associate deans’ evaluations – will meet with deans to go over this
- Research Advisory: Julie Brown
  - Reviewed RAC related research policies for DEI connection. Some wording was changed in internal calls.
  - Provided more transparency on review process on research-related proposals for funding. Committee adopted a review rubric that was aligned with IES.
- Technology & Distance Ed: Maya Israel
  - Disseminated and evaluated enrollment data from diversity perspective. Looked at a lot of data, collaborated with EduGator Central about how to aggregate the data, disseminated reports, got feedback. Can be investigated and improved for next year.
  - Obtained feedback from programs based on how they were able to use data regarding diversity.
  - Came up with suggestions for next year’s committee.

***End of Spring Faculty Meeting, beginning of official FPC meeting. All are welcome to attend the full meeting.***

Chair: Angela Kohnen

Chair Elect: Julie Brown

Dean’s Office: Glenn Good, Tina Smith-Bonahue, Thomasenia Adams

HDOSE: Chris Curran, Helena Mawdsley, Anne Seraphine,  
SESPECS: James McLeskey, Ashley MacSuga-Gage, Tara Mathien, Penny Cox  
STL: Maya Israel, Shelley Warm, Mark Pacheco, Kara Dawson

### **Approval of the Agenda**

Motion to approve – Tara Mathien 3:25pm, Chris Curran seconded motion with consensus of the group to follow.

### **Approval of Last Meeting's Minutes** (3/21/2022)

Minutes stand approved with no corrections at 3:25pm.

### **Discussion and Action Items**

- Action item: Proposed changes to the Minimum Research Requirements for on campus Doctoral students (faculty comment period ended 4/12/22)
  - Questions raised include: Are there any non-REM courses that will be added? Are we able to move forward without any REM courses being added? Any courses added need to be approved by REM faculty – even non-REM courses? How is a course added to the list and who makes these decisions? Should we separate the policy from the process in which new courses are added?
  - Areas of concern: process for non-REM courses being included is not explicit; some existing courses on the list may have been poorly received by students; process that was conducted did not yield unanimous agreement from faculty, stakeholders
  - Process may need to be its own conversation. Curriculum committee was raised as a suggestion; others said it is not the most appropriate venue and that a new body should be formed.
  - Possible: ad hoc committee, one faculty member from each school, in consultation (communication) with a dean. Has been done this year.
  - Proposal: Language about non-REM courses, ad hoc committee who consults with the dean. Introduction to Qualitative Methods Course is another area that needs language regarding adapting and attaining specific goals (implementation issue vs. policy issue). I.e.: approve this and include the implementation plans with qualitative course
  - Motion: Amend the courses page at the bottom where it says “non-REM” courses; propose courses to ad-hoc committee in consultation to the dean with a committee member from each school
  - Motion: Propose that first paragraph has: curriculum committee on a regular basis will review the two introductory courses to ensure they are meeting the needs of the college as a whole
  - AMENDED motion: Propose that first paragraph has: periodically appointed ad hoc committee on a regular basis will review the two introductory courses to ensure they are meeting the needs of the college as a whole
  - Motion seconded, all in favor said “aye”
- Discussion: Questions regarding the Proposed Constitutional Amendment, changing requirements for the Tenure and Promotion Committee (official constitutional change meeting will be 4/27/22, Zoom)
  - No further discussion.

- Discussion: BAC Recommendations on approaches to merit policies
  - Do we want to share this with the Dean and school directors?
  - Motion: to share this with the Dean and school directors
  - Motion seconded.
  - Motion seconded, all in favor said “aye”

### **Induction and Orientation of new FPC members**

*FPC members whose term is ending may leave the meeting at this time. Returning and incoming FPC members are asked to stay for a brief orientation*

#### **2022-2023 FPC Members:**

***Chair:*** Julie Brown

***Chair-Elect:*** Ashley MacSuga-Gage

***HDOSE Representatives:*** Wei Li, Ben Skinner, Anne Seraphine, Chris Redding, Cathy Atria (Alternate)

***SESPECS Representatives:*** Valentina Contesse, James McLeskey, Meg Kamman, Carla Schmidt, Alisa Hanson (Alternate)

***STL Representatives:*** Catherine Paolucci, Hyunyi Jung, Mark Pacheco, Magdi Castaneda, Anthony Botelho (Alternate)

### **Adjournment**

Meeting Adjourned: Shelley Warm 4:23pm, Anne Seraphine seconded with no objections.