

**College of Education  
August Faculty Policy Council Meeting  
September 18, 2023; 2:00pm-4:00pm  
Norman Hall Conference Center (Near Opus)**

**Part 1: Fall Faculty Kick-Off**

**Welcome**

**Virtual Guest Speaker: Dr. Penny Schwinn, newly appointed UF Vice President for k-12 and Pre-bachelor's Programs**

- Made the move to UF for its reputation, including having excellent stewards in preK-12 spaces, setting a high bar for excellence
- Thankful for Dean Good and FPC for inviting her to attend this meeting
- This work needs to be done in strong collaboration with COE
- Excited for the opportunity to learn how to be helpful and successful in this role
- This represents personal work for her, just as it is for us
- Trying to connect with people one-on-one through email and in-person. Working to understand (1) what is the research that you are excited about? (2) What does she need to know history-wise? (3) What is your vision moving forward? Her priority is to listen, learn, and make sure that her work aligns with President Sasse's vision
- Highlights:
  - Callouts on first impression on the work that is being done at UF:
    - UF has a high research caliber and strong leadership – this is evident in how people talk about UF across the country
    - Emerging work on AI, digital learning technology – learning from the pandemic – working on expanding this
      - UF has a strong foundation in this type of work
    - Benchmark keeps increasing with online/hybrid learning
      - Using integrated models for teaching and learning
    - There is a proof of concept at COE that is aligned with Presidents Sasse's vision
    - Work in STEM education, literacy, teaching professional development and leadership – this work is nationally known – her aim is to help elevate this work
- Background:
  - Has been involved in state work for over a decade, and is a proud adopted parent
  - Has a deep belief that all children should have opportunities regardless of where they come from, which stems from her family legacy
  - Shared her personal story relating to education, how she started attending a Title I elementary school, and then in high school attending one of the best schools in California
    - She saw that friends from her elementary school didn't attend high school
    - She witnessed a clear disparity, with students not having the same opportunities
  - It is not about if, but how can we maximize students' full potential
  - Deeply believes in this profession
  - Has previously worked as a principal, super intendant, in the private sector, and then fell in love with state work
    - How do you take big, bold policies so that they are translated effectively into a classroom?
    - Need to have a clear line of sight of what best practices are, making sure that they are aligned with research

- Lots of practitioners on this team that are doing great work on research and implementation – teachers are supported
- Hoping that this role can be an opportunity/space to co-design/co-build for what can exist
- Prior work in Tennessee – University of Tennessee played a large role in her career
  - Partnership with UT, is top three components in our strategic plan
    - Opportunity for the university to lead and own these initiatives, that a quality bar is maintained, and that it is grounded on current research. She has carried this mindset into this current role
    - Big bold things done – top three priorities include literacy (largest gain in this state), career focus education, and educators
    - Trying to model what was done in UT, at UF
    - Sent emails to researchers who do work with English learners – how can we have a responsible, evidence-based conversation about the science of reading? How can we ensure that students are reading at level by 3<sup>rd</sup> grade?
- Connection between CFE program and higher education:
  - Strategic alignment
  - Strong body of work on academic advising and counseling – creating a more personalized experience
- Labor dollars to pay for tuition, books, materials – original vision of apprentice work. For our low-income, first gen, and rural/urban students, the #1 factor that prevented them from becoming an educator and going to college was money
  - Looked to remove financial barriers
  - Have jobs embedded as early as possible
- Hold a line on quality for educators that can continue be raised
  - Ensure that it is based on research practices
  - Responsive to individual school districts
- Increase in ed enrollment at UT – positive trajectory
  - Believes that this work belongs with experts that live and breathe this space
  - This is not a check box exercise; it is about getting the best and brightest educators in front of our students
- Wants to continue learning about the great work we are doing in this space that has been transformative in the classrooms
- Her role at UF:
  - To support and elevate the work occurring in COE and across the university
  - Hoping to focus on the following:
    - Co-design, co-implementation, co-leadership
    - Idea of a master class – building on the work we've done on online learning
      - Different models for high school students to get a taste of the level of rigor they can experience in college
        - What collegiate classes will you have access to? How can you incentive this for those students?
        - Can be standalone class, summer courses, or used to elevate/supplement teaching already happening in the classroom
        - Potential for it to count as summer school credits, etc.
        - Thinking about where learning can happen in relation to time, space, and place
    - How to capitalize on the strategic advantages that Florida provides from an economic perspective?
      - Thinking about science agriculture
      - Looking at emerging economies, political needs (militarized space)

- How can we create a trajectory from preK to graduate degrees in aerospace, business, marketing/communication (industry focus)? How to support this in local public school districts, charter schools, etc?
  - Global footprint and expansion: How can we think about internships, externships, exchange programs? How can we use international work to help improve on the work we are doing here at UF (lessons learned, building relationships, how can we continue to elevate, expand the research that we do here)?
    - How do we create the centers/infrastructures to support this, to continue making Florida a leader in this work and endeavor?
  - Policy and practice is her passion
  - Asks everyone to please email her what they feel that she needs to read, and would love to meet people in person
- Incredibly grateful for the teachers that work at public schools, who are teaching her children
    - It is such a responsibility and remarkable privilege for teachers to teach our children
  - She will promptly share a PowerPoint slide deck with faculty of this presentation, for review

### **Dean's Welcome and Vision for the 2023-2024 Year**

- Dean Glenn Good
  - Bargaining unit may change what happens with the raises
    - Planning to repeat that budget for the next couple years in the row
      - Aimed to be an annual raise
  - We are fortunate to have funding to renovate our buildings
    - Trying to transform the soccer area to an academic building for COE. There is a need for more research space, but this project will take a couple of years
  - US News and World Report Ranking
    - How the rest of the university and others see us
    - New interim provost – very helpful with streamlining and securing funds
    - New president is getting onboard as quickly as possible
    - How the trustees and president are excited about COE and our work:
      - We are doing great work!
      - Improved two places per year; always improving
        - This translates to support for our university
  - External funding: \$8.7 million in 2011 to \$79.3 million in 2023
  - Student enrollment:
    - Relatively flat for our total enrollment
    - Increasing in undergraduate enrollment, decreasing slightly in graduate enrollment; working on increasing the latter
  - Total faculty:
    - Up by 18% since 2011
    - Tenured/Tenure-track has remained relatively the same
  - College Annual Expenditure
    - Another metric of our growth in funding
    - Total at \$129.5 million in 2023
  - Philanthropic Support
    - \$55.1 million in 2023
- Announcement of 22—23 Promotion and Tenure Decisions
- Tenure & Promotion 2023-24:
  - Dr. Christopher Anthony – SESPECS
  - Dr. Frank Fernandez - HDOSE
  - Dr. Hyunyi Jung – STL
  - Dr. Christopher Redding – HDOSE
  - Dr. Wanli Xing - STL

- Promotions:
  - Dr. Pasha Antonenko – Professor - STL
  - Dr. Kristi Cheyney-Collante – CI Asso - SESPECS
  - Dr. Phil Poekert – CI Professor – STL/Lastinger
  - Ms. Angela Flavin – Asso Professor - PKY
  - Dr. Carrie Geiger – Asso Professor – PKY
  - Ms. Caley Rappa – Assist Prof – PKY
- A question was asked regarding an update on President Sasse strategic funding process
  - This is being delayed a bit further (for people who made submissions during the first round)
  - October 4<sup>th</sup> is the date for notification on the first round
  - Need to have proposals ready in case they need to review this during the process

### Associate Deans' Reports:

- Senior Associate Dean Tom Dana
  - No updates, email if you have any questions
- Associate Dean Thomasenia Adams
  - Congratulations to all of our colleagues who have received tenure/promotion
  - Tenure/promotion is a high priority to the deans – time, financial investment, encouraging colleagues to be part of the process
    - It is our goal for you to be successful and have a positive outcome
    - Privilege of facilitating this process for the college – she takes this as a partnership between you, her, and the school director – making sure that you have the resources, mentorship, and information you need; everything that will help you to be successful
  - 14 colleagues pursuing tenure/promotion. They are doing everything to support these 14 individuals
  - Service office provides research support (pre- and post-awards), technical writers (provide support for proposals), grant management assistance – designed to support faculty members from the moment of conceptualizing a project to the very end. Goal is for PIs to be successful
    - This applies for both funded/unfunded research
    - They have a record for never missing a deadline for any of their PIs
    - Consists of a number of colleagues with superior expertise in managing projects
    - Here to serve the faculty, including PKY
    - Provides support for external and internal funding
    - Encourages you to seek out the expertise of OER
    - Provides support for professional development leave, sabbatical, etc.
    - Upcoming sessions:
      - All things pre- and post-awards
      - All things tenure and promotion
      - Research in support in the UF libraries (e.g., getting data for pilot research)
    - Currently have two active awards
  - Always welcome people to reach out for support, concerns, etc.
- Interim Associate Dean Elayne Colon
  - Educator Central Update
  - The team is Dr. Elayne Colon and Aaron Ganas, who is the Assistant Director
  - COE Scholarships
    - So far 164 scholarships have been awarded for 23-24 for a total of \$450K!!!
    - Students and donors will be recognized at COE Scholarship and Awards dinner on September 29<sup>th</sup>
    - Scholarship application for 24-25
      - Opens Nov
      - Due Jan, early Feb
      - Be on the look out for emails to distribute to applicants and current students

- Need to use scholarships as a recruitment tool
- Student Affairs
  - Scott Davis – Academic Assistant II – Graduate Admissions – College Recruitment International Student Liaison
  - Kat Hodson – Admission Officer I – Admissions Support and Processing for Graduate, Postbaccalaureate, and Certificate programs
  - Earl McKee – Academic Advisor – primarily responsible for online programs
  - Robin Rossie – Academic Advisor – advisor for teacher preparation programs, including education minors
- Recruitment
  - Continuous Improvement Plans: All degree programs and certificates documenting action items and strategies to employ this year to target increasing enrollment
  - Florida Association of School Personnel Administrators (FASPA) Conference in October in Orlando
    - HR representation from all school districts in FL
    - Recruitment efforts focused on our online programs
  - Graduate Student Pathways Fair – Oct 26<sup>th</sup> 2:30 – 5:30 pm
    - Norman Conference Center
    - Over 40 programs represented by faculty and students
    - Trying to connect with locals to know about our graduate programs
- Assessment, Accreditation, and Clinical Experiences
  - Nathan Hanson – Data Analyst – Student Data Management and Analysis – US News and Other Stakeholder Reporting
  - Dr. Kim Roberts – Coordinator, LiveText, Assessment & Accreditation – Monitor Progress of all Educators, Preparation Students, Data Reporting for Program, Approval and Accreditation, and Continuous Program Improvement
  - Dr. Lori Dassa – Director, Clinical Experiences & Partnerships – School District Liaison, Clinical Education, Supervision and Mentor Training
  - Ashley Sprague – Coordinator, Field Placements – Field Experience Coordination, Tracking, and Reporting, Professional Educator, and Certification Support
- Clinical Experiences and Partnerships
  - Placements
    - 165 interns placed in 22-3 academic year
    - 92 interns placed this fall
  - Supervisor trainings
    - Hosted 10 new supervisors of teacher education interns for day-long clinical educator training just prior to the start of the semester
      - Required training prior to serving as a supervisor
    - Another 12 seasoned mentors came to Norman Hall for a day-long training as part of Apprenticeship grant funding representing PKY, Alachua, and Marion County
  - MOUs
    - COE has individuals MOUs with 31 FL school districts agreeing to terms for internships placements in teacher preparation programs (another almost 30 for advanced programs in Counselor Education and School Psychology)
      - 17 had to be updated last year
    - UF COE working closely with UF’s General Counsel and several FLDOE offices to lead effort in creating a universal MOU that could be used across all FL school districts and SUS providers of teacher preparation programs
    - Hopeful to have agreement on universal MOU and implementation during this academic year
- Assessment and Accreditation

- Significant program revisions
  - Revised FEAPS
    - Work to revise assessment system during 23-24 academic year
  - Revised FLDOE Reading Competencies
    - Documentation submitted to FLDOE Just Read! Office in June, awaiting feedback
  - New Florida Educational Leadership Standards
    - Documentation will be submitted in November
- CAEP Accreditation Virtual Site Visit – March 18-20, 2024
- Academic Affairs
  - Chris Cook – Online Education Services Coordinator – Non-degree applications and enrollment, enrollment authorizations for online courses, and college curriculum committee liaison
  - Marcy Davis – Academic Program Specialist – Graduate school liaison, FLDOE and Institutional Data Reporting, Faculty and Student Awards, Degree Certification and Commencement Coordination
- Looking ahead...commencement
  - Fall 2023
    - Commencement December 15<sup>th</sup> (Doctoral) and 16<sup>th</sup> (Bachelor's/Master's)
  - Spring 2024
    - Commencement
      - May 2<sup>nd</sup> (Doctoral Recognition) and May 3<sup>rd</sup> (University-wide)
    - COE Recognition Ceremony (with COTA & DCP)
    - Monday, May 6<sup>TH</sup> at 2pm
- EduGator Student Assistants
  - Griffen Goebel – Undergraduate student (afternoons) – Major: Bachelor of Science in Advertising, Minor: Innovation
  - Cloe Carmery – Graduate student (mornings) – Major: Master of International Business
- Associate Dean Erica McCray
  - Aims to increase engagement from faculty, staff, and students
  - New acronym – ABC (Advancement, Belonging, and Community)
  - Belonging is the outcome of holding space where everyone truly feels empowered to speak up, make change, and shift the culture. It is the responsibility of those in leadership and of the dominant social culture to create these conditions (Krys Burnett, 2019)
    - Wants new faculty and staff to feel a sense of belonging, and to build this belonging as a community
    - How we situate our work within our bigger existence also matters
  - 2022-2023: 12 successful searches including:
    - Blake Beckett
    - Taryn Brown
    - Nelson Brunsting
    - Cathy Corbin
    - Kyena Cornelius
    - Chris Engledowl
    - David Herman
    - Rui Huang (Tammy)
    - Sara Smith
    - Melissa Soto
    - Jia Zheng
    - Over half-way with individual check-ins

- 2023-2024 – 17 searches including in counselor education, early childhood studies, educational leadership, higher education administration, literacy, math education, REM, school psychology, and teachers, schools, & society
- Student support through Holmes Scholars
  - 50 scholars
    - 8 participated in the AACTE annual conference
    - 4 participated in the dissertation and writing retreat
    - 3 participated in Washington Week and policy short course
  - 8 graduates
    - C&I: ESOL/Bilingual, English Education, Social Foundations
    - REM
    - Special Education
    - School Psychology
- Recess – Wednesday, September 27<sup>th</sup> from 11am-noon to get to know faculty and staff
- Did You Know Trivia – sign up to the HIT list
- Faculty and Staff Suggestion Box – they read it as a leadership team
  - Request people to use this as a channel of communication
- Open discussion – to create space for faculty to gather and discuss critical topics
- External engagement
  - Schools
  - Community organizations
  - International partnerships
  - Visiting scholars/Fullbright
    - If interested in having a visiting scholar or studying abroad, please communicate with Dean McCray in advance
  - Study abroad

### **School Directors' Introduction of New Faculty & Staff**

- HDOSE (David Miller)
  - Dr. Amber Ross – Counselor Education Program
    - Created a successful course on stigma and mental health
  - Dr. Chang – Clinical Assistant Professor
- SESPECS (Nancy Waldron - Dr. Leko filled in for Dr. Waldron during the meeting)
  - SESPECS includes 40% of the new hires – did very well last year!
  - Katie Chapman – Early Childhood
  - Dwight Irvin – Associate Professor
    - Research focus is understanding language environments for young students and at-risk students
  - Matt Burns – Special Educator Professor
    - Research focus is assessment data to determine individual/small group interventions
  - Kyena Cornelius – Clinical Associate Professor
    - Research focus on interest on special education
  - Cathy Corbin – Research Assistant Professor
    - Research focus - understanding teachers psychological adjustments, and teacher/student relationships
  - Nelson Brunsting – Assistant Professor
    - Special education and teacher quality, and working with students with challenging behaviors
- STL (Alyson Adams)
  - Sara Smith
  - Blake Beckett – Returning in another visiting roll
  - Melissa Soto – Math visiting clinical associate

- Taryn Brown – Moving from a clinical to a tenure track
- Rui Huang (Tammy)

**Budget Update:** Hector Silva, Director of Finance

- Explaining the University College Budget Model
  - RCM – Responsibility Centered Management
    - Commonly known as incentive-based budgeting or “every tub on its own bottom”, is a decentralized management philosophy designed to increase transparency and empower local leadership to make data-driven decisions
    - Funding is directed to the units generating the revenue, then charges are assessed to cover the unit’s share of centrally borne expenditures like administrative and common service and support
- Sources of funding
  - 56% contract and grants
  - 20% foundation (gifts and endowment spendable)
  - 9% Not RCM
  - 6% net tuition
  - 5% Not RCM
  - 2% indirect cost return
- How do we spend our money?
  - Operating expense most prominent expenditure (48%)
- Our taxes
  - All-funds expenditures for FY2022 (2-year lookback) = \$79.3 M
  - Space = \$2.6 M
  - Head count for IT = \$2.00 M
  - Students = \$0.40 M
  - Subtotal UF Core assessment: \$10.00 M
  - Co-investment subsidy = \$55.1 M
  - Net UF CORE Assessment = \$4.9 M
- Expenditure budget is \$183 M
  - Only 18% of the \$183 M is available as recurring dollars to fund faculty, staff, operations, and infrastructure necessary to carry out the COE’s mission
  - Some optimism – UF (thanks to state) will be distributing \$80 million dollars of incremental funding to Colleges for FY2024 using degrees and research expenditures as proxy
    - The COE’s share is just under 5% of \$80 M with a significant portion already effectively committed

**Development Partnerships:** Jim Burke, Senior Director of Advancement

- College of Education Advancement: Fundraising (act of asking), Development (preparing for ask), Advancement (vision/story)
- The story is what helps us get donors excited about what goes on here
  - What are the donors passion – learn this by meeting with them
  - Explore partnership potential
  - Ask permission
  - Put donors and doers together
  - Create customized experiences
  - Demonstrate impact
  - Create a plan for support
- Donors want to create a partnership
  - Balance numbers and stories
    - Data is powerful, but it is not enough
  - Show how the donation makes a difference in the lives of people



- Be transparent and accountable
  - It's okay to have setbacks if you are in partnership
  - Communication matters
- They are the story tellers and story receivers
- We have access to people who are interested in the college – if there is someone they need to meet, please help facilitate these connections
- COE Advancement Team
  - Jim Burkey
  - Diane Gagnon
  - Stephanie Cugini
  - David Bryant
  - MacKenzie Moffett
  - Marissa Hartman
  - Chelsea Maxwell

### **Introduction of FPC Roles and Responsibilities**

Ashley MacSuga-Gage (FPC Chair) & Ben Skinner (FPC Chair Elect)  
 Collective Bargaining Agreement (CBA) & FL Policy/Law Update

- Big legislative session
  - HB1035 – teacher bill of rights – allows teachers to have more control in classroom discipline; starting teacher apprenticeship program; “Heroes in the Classroom“
  - HB551 – updates approval processes for African American studies
  - HB1521 – called “Safety in Private Spaces Act”
    - Rules codified for K-12 and FCS
    - No specific guidance for SUS at this time
  - SB7044 – from 2022 legislative session
    - Current: State government sue to not require accreditors. This is up in the air, currently.
  - SB256, 266:
    - 256 – anti union bill – 60% density (by ~February), otherwise union is decertified – if decertified, then you don't have a collective bargaining agreement
      - Density requirements / decertification by university
    - 266 prevents funding for DEI (social/political activism) – has some accreditation language – may influence general education classes – includes language about post-tenure review
  - Bargaining for raise
    - Current UF Admin proposal is for 3%

*Conclusion of faculty kick-off. All are invited to stay for the regular FPC meeting.*

### **Part 2: FPC September 2023 Meeting**

- A quorum was not met.
- Prior FPC meeting minutes (August 28<sup>th</sup>, 2023) will be distributed through email for electronic approval.
- Ashley MacSuga-Gage (FPC Chair) & Ben Skinner (FPC Chair Elect) provided brief updates on committee meetings and reporting.
- They both shared being committed to supporting the attendance of guest speakers at future FPC meetings.