

**College of Education
Faculty Policy Council Meeting
January 24, 2022, 2:00-4:00
Zoom**

Chair: Angela Kohnen

Chair Elect: Julie Brown

Dean's Office: Glenn Good, Tom Dana, Tina Smith-Bonahue, Thomasenia Adams

HDOSE: Chris Redding, Anne Seraphine

SESPECS: James McLeskey, Carla Schmidt, Meg Kamman, Tara Mathien

STL: Magdi Castaneda, Maya Israel, Shelley Warm, Matt Schmidt

ZOOM Attendees Protocol:

- FPC members and Deans' microphones will be open (if applicable)
- The chat room will remain open to all participants throughout the meeting. During the Deans' reports, Chris Curran will bring forward questions to the Deans for response.
- A temporary copy of the entire chat transcript will be kept and the FPC Agenda Committee will review those for possible future agenda items.

Approval of the Agenda

Motion to approve – Maya Israel 2:03, Meg Kamman seconded motion with consensus of the group to follow

Approval of Last Meeting's Minutes (11/15/2021)

Motion to approve – Shelley Warm 2:07pm, Meg Kamman seconded motion with consensus of the group to follow. Minutes stood approved with minor correction.

Announcements/Reminders:

- Upcoming FPC Meeting Dates: February 21st, March 21st, April 18th (Spring faculty meeting)
- Spring Budget Forum, April 27th, 12-1pm, Norman Conference Center, sponsored by BAC and hosted by Dean Good
- All FPC committee representatives are reminded to upload their committee meeting minutes to the shared folder so Max Sommer can make them available on the website

Deans' Reports

- Associate Dean Tina Smith-Bonahue
 - Undergraduate affairs have been busy placing students into Alachua County School placements. We continue to ask for faculty understanding and patience regarding Covid restrictions. They are a great partner and working with us.
 - Consistent with a national trend, applicants to our teacher ed programs are declining. Applicants as of 1/24/22:
 - Transfer -- At this time last year, we had 47 transfer applications on file for Fall 2021; as of this morning we have 22 for Fall 2022.
 - Native applications a: 33 for Fall 2021; 33 for Fall 2022 (may increase as PaCE applicants are identified.)

- Admitted to Initial Teacher Prep Programs for Fall 2021-2022
 - For Fall, 2021-22 -- 49 transfers (40 in Elementary, 9 in EC) and 28 native (elementary = 24; early childhood = 4).
 - Previous years, we enroll only about half the transfer students who apply. Since the proportion of transfer students to students who start at UF is going up, we're targeting recruitment at efforts at state colleges.
 - All indications suggest that enrollment in the BAES program will likely continue to trend up, with significant numbers of transfers and UF Online students.
- BAES program continues to grow and thrive – we will be looking at data regarding BAES program and how it is growing.
- Graduate news – doctoral recruiting season, we will share information about doctoral resources as soon as we can.
- Curriculum committee – Instituted process this year where Chris Cook reaches out to everyone involved when there is a change in status. This seems to be working, courses are being moved through quickly. We will continue to try to streamline this, please share feedback with your curriculum representative.
- Scholarships: due on 2/4, please encourage students to apply. There are a lot of scholarships available. Thank you to our scholarship committee members – first meeting on 2/1.
- 2/9 – originally day of celebration, now it is a day of reflection on UF's core values. Share information with your students about UF's core values; our students are tired and unwell more than usual, so we are thinking of ways of using 2/9 for renewal and community building.
- Associate Dean Thomasenia Adams
 - OER – 39 awards from faculty pursuing external funding. Over \$117 million. To date, we have submitted 99 proposals with many still outstanding. Brian Lane and Tamara Dixon are doing a lot of this work.
 - Still in the process of reorganizing and offer the services of 1-2 technical writers to help out.
 - Searches for PKY Director and Associate Dean for Faculty Affairs and Diversity, Equity, and Inclusion
 - Tenure and promotion work in the college has successfully concluded and has moved on
 - Reminder: Submit requests to UFolio (whether you have anything to update or just to say you do not have any updates). Please remind your colleagues as well.
- Associate Dean Tom Dana
 - Classrooms in Norman need technology attention – we have redeveloped our contract with Academic Technology to improve classroom technologies, especially to help with HyFlex
 - Summer, Fall, Spring schedules are pretty much finished, but let us know if you want to teach in a particular room.
 - HR matters – we are going through multiple searches in the college; some finished successfully, some have not.
 - 1/25 – US News rankings of online programs will come out. Stay tuned.
- Dean Glenn Good

- New budget model has some concerns, but president will wait until new president is here to implement new model. We are still waiting for confirmation on this.
- PKY Director search has been finalized.
- Staffing has been a challenge here, just like everywhere else. Financial roles, Associate Director of Advancement, we will continue but it has been challenging.

Discussion and Action Items

- Committee Updates
 - Budgetary Affairs: James McLeskey and Alyson Adams
 - COE budget forum has been tabled until next meeting on 2/16, awaiting clarity on what the budget will look like.
 - The most important role of BAC is related to transparency; we discuss related topics to the budget
 - Two major projects related to budget:
 - 1. Created a document about how faculty salaries get set (making the black box more transparent). Helps new faculty understand how to earn more, and the document spans an entire career. We would like this to become more public and visible. We can post this on the FPC website somewhere.
 - 2. Examined merit policies from each school. We don't make decisions on faculty salary, but we can make things more transparent and look for discrepancies and things that might disadvantage faculty over time inadvertently. We will share this after we review this with FAC.
 - Please think about budget topics you would like to discuss at the budget forum. It is important that we know what's going on with the budget. Once possible topic – how different instructional delivery models impact budget. Please start asking people at your schools and let us know what topics you want to hear about.
 - College Curriculum: Julie Brown
 - Met on 1/11
 - New specializations in BAES program
 - Teach Well track
 - These have moved through process very well
 - Next meeting is 2/14
 - New submissions due 1/31
 - Diversity & Inclusion: Anne Seraphine
 - Update on mission/vision statement. This has been an ongoing process. We wanted to create actionable goals, a clear framework for taking action and addressing goals. We created a living document that can adapt in contexts and situations (we hope it is handed off each year). We want to work across the university level and connect this across the university. This is dependent on academic freedom.
 - Fostering awareness, building capacity, moving to action – these can be applied to different goals each year
 - We want faculty sharing and being involved in this

- We did not have clearly defined workloads, and now we have a current, updated process approach that will allow us to grow into the future with a clearly defined workload
 - Met on Friday, 1/21 – COE common digital experience will include a book reading (e-book available). COE D&I Event Friday 3/18 from 1-2pm moderated by Erica McCray. Repository will be set up via Canvas where faculty, staff, and students can have a shared platform.
- Faculty Affairs: Tara Mathien
 - Continuing to look at language and alignment of constitution and the CBA.
 - Meeting on 1/31
 - We have representatives from each school focusing on different sections, then coming back to discuss it as a group.
 - We have taken a look at Tenure and Promotion committee and we have some recommendations.
- Long Range Planning: Chris Redding
 - No updates.
- Lectures, Seminars, and Awards: Shelley Warm
 - Upcoming award: excellence award for assistant professors (due 3/1)
 - We will add agenda item to join forces with D&I to possibly share an event and collaborate.
- Research Advisory: Julie Brown
 - Next meeting is 2/8
 - Review CBA if there is anything not aligned in college research policy. If so, will provide an updated policy for review.
- Technology & Distance Ed: Maya Israel
 - Meetings on 12/10, 1/14
 - EduGator central data collection was discussed (needs, efficiency, moving forward)
 - Data collected on applicants and prompts were sent to programs to see if this was useful. We will decide if it is useful to have this data made available to programs. We are still awaiting feedback.
 - Next meeting is 2/11.
- Updates from Faculty Senate: Julie Brown
 - Ad hoc committee on academic freedom is still ongoing. Senate website is a place where you can contribute any experiences to share.
 - Discussion and approval on UF author rights policy. Extends what we can do with our work; you can opt out if you do not want to participate.
 - Ad Hoc committee's update on hiring of Dr. Ladapo Investigation is ongoing and information will be shared when the committee knows more.
- Update on ad hoc research requirement committee: Angela Kohnen
 - Meeting 1/25 – gathered information and planning on moving into action. Stay tuned.
- Discussion Item: Mental health, ideas for February 9
 - Students are underperforming and increased mental health concerns across the university. We are meeting with counseling and wellness to figure out what we can do.

- We are being asked to celebrate UF's core values – on the other hand, students/instructors are struggling. How can we spend 2/9 for renewal and possibly fun?
- We will be receiving materials and media that we will share. All instructors are asked to share PPT slides about this as well.
- One idea: scavenger hunt.
- 31 classes meet at Norman Hall on Wednesdays – busiest day. This does, however, leave out those who do not have class or are online.
- Ideas/discussion – and if you have ways to make these ideas happen, please reach out.
 - De-stress event. Therapy dogs, message chairs, etc. even for community. Take a moment for de-stressing.
 - Online students: We can target anyone with a Canvas site (to hit almost all students at once) and try to have the resources/platform on Canvas
 - Essay contest around the values with a scholarship money prize? This can include all students.
 - Online scavenger hunt is possible.
 - Videos with well-known UF people (e.g., new football coach or administrators) about how they incorporate UF values.
 - Photovoice – submit photos of enactment of values.
 - TikTok dance challenge.
 - Are students aware of if they have class on 2/9?
 - They may not – either way let's support those who show up.
- Discussion Item: Pre-tenure review packet extension
 - These packets are submitted by 2/1, followed by receiving feedback. There is a challenge meeting this deadline – request was made for an extension.
 - Does extension seem fine? No change to policy, and director is okay with it. Open for discussion.
 - Everyone is okay with the extension – no issues brought up.
- Discussion Item: Potential changes to the tenure and promotion committee
 - FAC – sustainability and makeup of committee, we are running out of people (longevity, retirement, etc.) – there are concerns that the current way it is will not be sustainable for the future.
 - As a result, five recommendations have been put forth by FAC
 - Open conversation among FPC members today, then you can go back to your schools to discuss this (as well as us holding a forum for discussion)
 - Initial thoughts on the five recommendations or the topic overall
 - Regarding a process of possibly adding a person without amending the constitution, what were the back-and-forths discussed?
 - If we don't decide to change the requirements overall, it's still possible we amend it to say “In the event that there are not available...., we can add someone.” There is a way to make an exception in dire situations instead of changing the requirement overall.
 - Clinical professors – does this mean any non-tenure line?
 - Yes, I think this is correct. Anyone who has been promoted.
 - It would be good to have numbers of people to consider to help with these decisions (e.g., how many full professors do we have at each school?).

- Numbers: 22 full, 14 associate
 - Full professors: 3 HDOSE, 9 STL, 10 SESPECS
- What do clinical professors think of this as an extra responsibility? What do associate professors think of this? It could check with them because it could put them in an odd situation.
- Why do we continue to have a constitution that is more restrictive than/not in alignment with the UF policy? If people can vote at school level (and even university level), why can't they vote at college level? This seems inconsistent. The chart is complicated, but clear about what each level can and cannot vote on.
 - Constitution is traditional. We have some flexibility to move away from UF policy if we wanted to.
 - The CBA is confusing – the chart will be updated with new name change for instructional professors. 19.10(e) spells out the voting rights of the CBA and says only the committee is made up of tenured faculty members. What is unclear is if that specifies whether you can have additional non-tenure track committee as well. In a way, the CBA is traditional and not updated/inclusive for non-tenured faculty.
- Key word is “vote.” You can still have consultation from others. This could be awkward, but they can be a part of the process without the ability to vote.
 - Previous experiences have not included consultation of others aside from going up the administrative ladder. This is because of confidentiality.
- It is a slippery slope with messing around with a constitutional statement. It is not convenient, so whatever we come up with should be instantiated in the constitution.
- It seems like we are out of compliance, and we do need to change our constitution. Is that the case?
 - Because of the words “will be.”
- If we are out of alignment and wrong...do we have to go through a process of voting to amend our constitution?
 - Yes, we still have to follow our constitution even if it is wrong. You can set yourself up for a grievance – the ability for someone to grieve through HR.
- FAC may unearth other ways we are out of compliance as well.
- Will the schools align with this policy? Directors should be made aware of what is going on.
- We will take what was discussed today, bring it to the agenda committee, and talk to FAC to see if there are other possible issues.

Adjournment

Meeting Adjourned: Meg Kamman 3:44pm, Shelley Warm seconded with no objections.