

**College of Education
Faculty Policy Council Meeting
Minutes, January 25, 2021; 2:00-4:00pm, via ZOOM**

Attendance:

- Diana Joyce-Beaulieu (Chair), Angela Kohlen (Chair-Elect)
- **HDOSE Reps:** Lindsay Lynch, Chris Curran, Helena Mawdsley, Hope Schuermann
SESPECS Reps: Cynthia Griffin, Tara Mathien, Kristi Cheyney-Collante, Alice Kaye Emery
- **STL Reps:** Gage Jeter, Shelley Warm, Julie Brown, Maya Israel
- **Deans:** Glenn Good (Dean), Tom Dana (Senior Associate Dean), Thomasenia Adams (Associate Dean), Nancy Waldron (Associate Dean, *absent*).

Approval of the Agenda- 2:01pm

Motion to approve Shelley Warm, Chris Curran seconded

Approval of Last Meeting's Minutes (11-16-20)

Motion to approve Shelley Warm, Tara Mathien seconded—2:06 pm

Deans' Presentations:

- Senior Associate Dean Tom Dana
 - Mixed attendance across classes/programs as we start Spring 2021 semester, things seem to be going well
 - If faculty encounter tech issues - please utilize the in-class phone to help deploy resources. There have been some difficulties with new room numbers and the changes to the UF map original iterations to the current room numbers
 - Summer 2021 instruction is projected to operate the same as the current semester
 - Will use CDC caps with parallel F-2-F and synchronous sessions for students
 - Fall 2021- conversation around providing a “typical” semester but still under discussion
 - Artificial Intelligence (AI)- moving along within the college and across UF
 - Some already expressing interest on varied levels
 - AI within curriculum is being discussed
 - AI research implementation plans moving forward
 - UF - AI 100 faculty hire initiatives -More information around Faculty hires will be discussed in the coming months
 - US World reports will announce online grad education rankings
 - Some COE programs are ranked this year, more details to follow on 1/26
- Associate Dean Thomasenia Adams
 - OER Grant activity for month of December
 - 3 awards totaling \$265,000; 31 newly funding projects - 8.1 million for the year, positioned to have another wonderful year due to hard work of our faculty
 - Tenure 2020 cycle is now at the university level and will soon begin for next cycle
 - Active awards at this time

- B. O. Smith Research Professorship and Irving & Rose Fien Endowed Professor awards (recently sent out announcement)
 - Professional development- IRB workshop with staff member of IRB February 2nd at 11am for faculty and doctoral students, announcement sent through email
- Dean Glenn Good
 - College enrollment up a bit, graduate and undergraduate at this time
 - External funding remaining strong
 - Provost meeting
 - Shows good favor of our college
 - Assistantship funds currently reduced with action still under discussion
 - COE had least amount of reductions at UF, 22% reduction – of overall graduate student funding
 - School Directors and Coordinators recently met with Dr. Nancy Waldron to develop plan moving forward
 - Much thanks for the hard work of faculty
 - 1 million dollars cut in State budget
 - 43% of undergrads taking at least 1 in person classes currently, shows UF is being responsive to what is being asked by the State
 - University has no news yet regarding the budget
 - Thank you to everyone all for hanging in there through this long haul and all the effort everyone is putting forth- still seeing strong funding support from existing and new donors despite the current challenges

Guest Presentations:

- UF Senate Report – Chris Curran
 - COE Senators will begin providing an email with written updates each month to help pass messages from meetings to all COE faculty
 - Indicator- leading state with per capita vaccinations in Alachua and seeing much lower COVID rates in the spring return to campus vs Fall
 - Supercomputer officially online and will launch soon
 - Gatorsafe app— addressing current faculty concern about app prompting students to report faculty deviating from teaching modality
 1. App was an effort to primarily ensure students are getting delivery modality signed up for in certain departments
 2. Law enforcement is not notified of these reports (as it might be for some aspects of the Gatorsafe app)
 - Pedestrian safety—ongoing conversations that largely has to come from outside UF
 - Presentation on ways to be proactive in identification of racism and addressing this with graduate student colleagues

FPC Committee Reports

- Diversity & Inclusion – Gage Jeter, FPC Rep & Committee Chair
 - Scheduled to meet Feb 3rd
 1. Finalize revised committee mission statement and roles/responsibilities for FPC review

2. Launching diversity and inclusion faculty award – sharing information and promoting award process in near future
- Lectures, Seminars & Awards - Helena Mawdsley, FPC Rep & Committee Chair
 - Meet Jan 19th
 - Setting recommendations to OER about teacher scholar award
 - Black experience/racism/ inequity workshops/speakers
 1. Speaker- Sherri Proctor on February 18th
 - Apply to host, due February 1st for any faculty interested in presenting
 - Feb 16th meeting
 - March- review of applications OAR and Gator Central
 - Long Range Planning – Angela Kohnen, FPC Rep (Nick Gage Chair)
 - No report at this time, working on scheduling meeting
 - Research Advisory – Alice Kay Emery, FPC Rep & Chair
 - Did not meet in Jan
 - Continuing to work on goals relating to equity at this time
 - 2021 Applications- 4 to forward to University
 - Technology & Distance Ed – Maya Israel, FPC Rep & Chair
 - Met last Friday for start of Spring semester
 - Looking at data specific to College’s online programs – thinking about how to take current data to look at patterns
 1. Newly admitted and currently enrolled programs
 2. What would constructive table look like to review data more systematically
 - February 9th invited Nathan to help look at data back 5 years and thinking about creation of guiding questions for programs with diversity perspective

FPC Action Items:

- Budgetary Affairs – Cyndy Griffin, FPC Rep (Anne Corrine Manley, Chair)
 - Budgetary Guiding Principles – vote on adoption of updated/revised recommendations. The Budgetary Guiding Principles were circulated via e-mail to all COE faculty from 11-16-2- to 11-3-10 for comment. No comments other than appreciation for the committee’s work were received.
 - Motion to move forward with approval—Angela Kohnen moved to vote for approval, Shelley Warm seconded the motion, 2:34pm
 - Motion passes with majority and stands approved, thus will be added to FPC website
- College Curriculum – Angela Kohnen, FPC Rep & Committee Chair
 - Review of Guiding Questions for New Curriculum Proposals
 - Goals around anti-black racism initiatives, consulted with other colleagues for the creation of the COE statement
 - Collectively crafted questions to be utilized by submitters and the committee as part of review, asking for feedback from FPC and faculty at-large comments
 - There is interest from departments within COE to utilize an anti-racism syllabi statement
 - The document is not considered a point of rejection if the items listed are not in the syllabi. It is designed to be used as a guide and to help move course development and syllabi to next step. The idea is to promote conversation between course developers and CCC. It is not designed to be a required policy at this time.

- CCC is compiling additional resources to be housed on the CCC website to provide support for syllabi development. There are other resources within other institutions that are very strong and compilation of those resources might be another project in the future
- Motion by Shelley Warm to move to 2-week faculty-at-large comment period, (2:45pm), Cynthia Griffin 2nd, voted all-in favor—send out for 2-week comment period
- Reminder- today is deadline for Feb 8th meeting syllabi submission and there are only 2 more CCC meetings remaining this semester
- Faculty Affairs – Lindsay Lynch FPC Rep (Kristi Cheyney-Collanate Chair)
 - Review of Draft FAC Recommendation on Impact of COVID 19 and Faculty Productivity, document was shared with School Directors and there was feedback from STL (i.e., suggested more comfortable with an optional addendum faculty could submit with annual report rather than directly entering COVID impact information into the Faculty Annual Report (FAR) as that form is shared with a broader audience]. Faculty Affairs is now requesting feedback from FPC with hopes of voting prior to deadline for faculty annual reports this year.
 - Open floor for FPC for discussion
 1. There is information better suited for the addendum and certain things that go into full report
 2. What audience does the main annual report have across UF vs the addendum
 - School Directors may find addendum helpful when prepping for annual review letter and/or meetings for annual performance
 - Reluctance to include personal COVID impact information in electronic Faculty Annual Report
 - Online portal FAR information, best if factual objective information points (e.g., could not access X school, and not able to conduct X research project due to COVID school closures) resulting in(losses)
 - Faculty deadline for entering information in FAR will be between April-May 15th; July 15th deadline for Directors with priority of junior faculty members on the tenure track
 - Concerns around certain faculty groups (e.g., female faculty) and acknowledging possible differential COVID impact
 1. Executive Summary of Chronicle Report which has been previously sent out addressed burden of different groups
 - E.g., Sizable decrease nationally in 1st author female/disproportional affected groups, also want to ensure message is inclusive of all groups disproportionately affected by COVID-19
 - Certain statements could be harmful down the road within the letters of evaluation since they are read at school, college, and university levels
 1. Implications of inclusion of statement recognizing family related concerns needs to be understood
 2. Could be more appropriate for a Director/Faculty member discussion, not official written statement as unknown what others within tenure/promotion review might view

3. April, begin to gain the new Tenure/Promotion packet and will be able to see UF's language around COVID impact. This would be helpful to consider what is happening at University-wide prior to making final decision around the Faculty Affairs COVID IMPACT Statement
4. This will go back to the committee to make sure language is consistent since there is more time before annual report. Will come back to FPC after more conversations /clarity provided, statement vote was tabled for the time being.

Announcements/Reminders:

- Upcoming Spring Meeting Dates, Feb 15th, Mar 15th, Spring Faculty Meeting April 19th (all meetings 2:00-4:00pm)

Adjournment

- Motion to adjourn 3:13 by Shelley Warm, seconded by Gage Jeter