

**College of Education**  
**Faculty Policy Council/Fall Faculty Meeting**  
**Minutes: January 27, 2020**

**Attendance:**

- Elizabeth Washington (Chair), Diana Joyce-Beaulieu (Chair-Elect)
- Lindsay Lynch (HDOSE), Linda Searby (HDOSE, Parliamentarian), Hope Schuermann (HDOSE), Dennis Kramer (HDOSE, via zoom)
- Alice Kay Emery (SESPECS), Vivian Gonsalves (SESPECS)
- Julie Brown (STL), Angela Kohnen (STL), Gage Jeter (STL), Kara Dawson (STL)
- Thomasenia Adams (Associate Dean), Tom Dana (Associate Dean), Glenn Good (Dean)

**Absent:**

Brittany LaBelle (FPC Graduate Assistant), Nancy Waldron (Associate Dean), Linda Lombardino (SESPECS), Kristi Cheyney-Collante (SESPECS)

**Approval of Agenda:** (January 27<sup>th</sup>, 2020)

Motion to approve by Linda Searby, Second by Kara Dawson, Agenda approved

**Approval of Last FPC/Faculty Meeting's Minutes:** (November 25<sup>th</sup>, 2019)

Motion to approve by Hope Schuermann, Second by Angela Kohnen, Minutes approved

**Deans' Report:**

Associate Dean Tom Dana

- Ask FPC to consider T&P guidelines in lieu of 7 versus 6 years' probation periods as many other Colleges provide the 7 years option. Non Tenure Track does not have a time limit at this time but maybe considered later. Changes would be in next CBA contract, current contract available online – Tom can give guidance on how to locate the contract if requested. Mid-cycle review procedures stay in effect.
- A lot more is expect of tenure-track faculty than in the past. This policy offers more time for accomplishments (e. g., grant acquisition, chairing a dissertation to completion, publications etc.). "Up-in-time" policy would still be in effect. One possible side effect might be many individuals taking the full 7 years.
- Request Chair charge FPC with this task.
- Renovation Updates: Current COE water leak but repair expected soon. Conference center nearly complete, UF is replacing some lines outside – expect 2-3 weeks to complete that which facilitate new landscape. Market and Starbucks opening soon.
- Tom Dana hosted meeting w/Erica McCray and FPC Ad Hoc committee, Diversity initiatives, desire for inventory of current initiatives, proposed umbrella structure to coordinate efforts. At the meeting, Erica shared faculty success program, mentoring mapping process as possible resources for enhancing mentorship.
- Friday, March 27<sup>th</sup> tentative Grand Opening of Norman Hall, encourage faculty to attend the event.

Associate Dean Thomasenia Adams

- Notes from OER, current T&P – Dean Good has completed all letters of support and packets have been forwarded to the University.
- Grant activity, 37 grants funded since July 17, 2019. \$11.4 million total funded.
- Please encourage colleagues to submit. Please support those who are submitting and managing grants.
- Several active awards; UFRF (1 will be guaranteed for our College), 2 teaching awards Haines & Rosser; B.O. Smith and Fien award; COE CRIF award (can supplement current research); targeted travel funding w/agencies (a spring announcement soon); If already funded may also apply for additional funding to add to your team (announcement coming soon); Provost travel and development funding. Encourage new faculty to apply for these awards if criteria are met – does not have to just be senior faculty.
- March 11<sup>th</sup> 2pm, new T&P guidelines for 2020-2021. Dr. Chris Haas offering T&P workshop. University also providing technical sessions for the packet (faculty and staff invited).

Dean Glenn Good

- Applauds faculty and staff on current initiatives
- University call for machine learning and artificial intelligence projects (partner with other University units encouraged – COE has been successful at this in past)
- \$1.2 million short on renovations budget, Tom and Glen working on solutions.
- Beverly (Bev) Sanders new to Development, fund raising going very well, exceeded this year's goal already
- James Patterson Tallahassee visit; great rapport at Capitol for UF initiatives
- Some misalignment current COE policy and University policy (e.g., School 5-year review noted in Constitution). FPC may wish to consider aligning these
- Several current searches, candidates already coming in for interview, some international candidates.
- Faculty benefit of raising funds \$55 million, could result in new endowed professorship, project funding, impact on current issues in field, increase in scholarship opportunities, increases research funding/donors, funds some renovation of spaces

**Committee Reports:**

- a. Budgetary Affairs – Dennis Kramer
  - Elected Dennis as Chair, Undertaking two tasks: Adjunct pay and inequity of flat rate versus proportional raises. Reviewed adjunct pay; mean is \$150 more than COE pays, Dana/Glenn will provide COE specific data, report anticipated to be complete in March. \$3600 standard now. Schools in COE differ in this.
  - James McLeskey pulling data on flat versus proportional raises for committee review.
- b. College Curriculum Committee – Diana Joyce-Beaulieu

- Committee has reviewed/processed 9 course modifications, 10 new graduate courses, 5 new undergraduate courses and one new program (i.e., BAE Early Childhood)
- c. Diversity, Equity, and Inclusion – Gage
  - D&I award update, 3 submissions for award to review
  - Social Justice Summit Sat. March 21<sup>st</sup> 9-5; details pending for an additional COE evening event that date.
- d. Faculty Affairs – Lindsay Lynch
  - COE mentoring policy (\*\*discussion item later in the meeting)
  - NTTF promotion guidelines update (\*\*discussion item later in the meeting)
  - Next meeting Feb 18<sup>th</sup>
- e. Lecture, Seminars, and Awards – Linda Searby
  - Update on LSAC awards
  - Process for faculty to suggest/request ideas (\*\*discussion item later in the meeting)
- f. Long-Range Planning – Kara Dawson
  - Working with Nick Gage to get the evaluation survey implemented.
- g. Research Advisory – Julie Brown
  - No applications for teaching scholar
  - Additional award applications under review
  - Moonshot – 1 application received and moved forward, selected by University for final review cycle
- h. Distance Education and Technology – Vivian Gonsalves
  - ETC webinar proposed for plagiarism topic
  - Blue Ribbon Showcase March 13<sup>th</sup> 11-12:30
  - Discussed possible mandatory online training for instructors
- i. FPC Ad-hoc Committee update and recommendations – Elizabeth Washington, Diana Joyce-Beaulieu
  - Shared summary of Ad Hoc committee work
- j. Update on interdisciplinary freedom of expression group – Elizabeth Washington
  - Meeting with colleagues from journalism and law college to discuss this issue
  - Exploring current policies adopted by University (e.g., Chicago Model on Free Speech)
  - Looking into campus-wide discussion incorporating the legal and freedom of speech, pedagogy considerations

### **Discussion Items:**

- a. COE mentoring policy
  - Committee revisited (Lindsay) the policy, sent draft to School Directors for feedback, incorporated their responses and then send forward to FPC for review and faculty-at-large vote.
  - Q- Will this be reflected in faculty assignment report? A. Tom Dana, yes, most likely service).
  - Q- How do you capture if you already have 100% assignment. A. Tom Dana, Can adjust numbers (e.g., teaching is suggested at 25% could be less; mentoring may not

- necessarily have to be under service). Tom Dana offered to broker discussion with School Director, if requested.
- Q- Does policy require mentoring the full 6-7 years? A. No, after first year, Director and mentee may discuss if the relationship should continue, a new mentor chosen, or the mentoring discontinued. However, mentoring should be available and a discussion with Director. Mentoring may be especially beneficial prior to tenure/promotion phase.
  - Q- Does College require mentor training? A. Deans, University is considering mentor-training options. FPC could move policy forward with note that Dr. Linda Searby provide ideas on mentoring training options (e.g., Affinity mentoring group on campus).
  - Committee's goal was to make the process flexible enough to encourage participation without onerous procedures or work on mentor.
    - a. Kara motion to approve and send out for faculty comment period
    - b. Linda seconded
    - c. Motion was carried forward
2. NTT Criteria for Promotion
- a. Committee only made minor changes to the policy to acknowledge the positions do not look the same and the policy needs flexibility
  - b. Added some examples of work engagement that might be relevant to roles (e.g., teaching, service)
  - c. Q- Have any NTT cases been denied? A. Thomasenia Adams, None, all cases were successful for College.
  - d. Q-Since my assignment has changed over years, does my contract need to reflect that or just the effort report. A. Thomasenia Adams, Work with Director to assure FTE reflects each year's assignment – this will auto-populate for the T&P packet.
  - e. Q- Under item 4a of policy, all letters can be internal, correct? A. Dean Good, It would be helpful to include outside letters as they are viewed to be more rigorous/stronger. Outside letters need to be defined as “outside of University.”
  - f. Proposed friendly amendment to policy; wording change on letters to say “internal and external letters. External to be defined as outside the University.” Item 4. Then send to faculty for consideration.
    - Motion to approve, Gage Jeter, Second Kara Dawson, motion approved
3. LSAC guidelines
- a. Committee is requesting a process for requesting funding for speakers (e.g., committee serve as clearinghouse to assure presentation dates do not overlap and all speakers are on the College's calendar). Will provide committee website link to submit with three deadlines per year. Provide basic information (e.g., presenter, topic, and date/time). Committee will send out reminder notices of policy/opportunity to faculty periodically.
  - b. Motion to approve Hope, second Angela, motion approved.

**Announcements:**

- a. Tom Dana - Pandemic policy for continuation of courses is in place, if needed. Face-to-face classes should be conducted by Zoom if quarantined; also true for research projects etc. Online courses continue in that format.

- b. Chris Hass will visit FPC on February 24 for more Q&A
- c. Symposium on 50<sup>th</sup> Anniversary of African-American Studies at UF
- d. February 20 from 8-5, Smathers and Institute of Black Culture
- e. COE has joined as a co-sponsor; please publicize and encourage students to attend
- f. Latina Empowerment Symposium
- g. February 22, more details to come from Maria Leite
  - Social Justice Summit, March 21, 9-5
  - Green Dot Program presentation, April 27 at COE spring faculty meeting
  - March – FPC Elections and UF Senate Elections
  - Next FPC Meeting – February 24<sup>TH</sup>, 2-4PM, NRN 1-225
  - Rescheduled COE Spring Faculty Meeting, April 27, 2-4PM

### **Adjournment**

Motion to adjourn by Lindsey, Second by Gage, Meeting adjourned at 3:47p.m.