

**College of Education  
Faculty Policy Council**

Minutes of the March 31, 2014  
Regular Meeting  
Location: 158 Norman Hall

**Attending**

Alyson Adams (STL), Linda Eldridge (HDOSE), Ester de Jong (Chair – STL), Linda Lombardino (SESPECS), Jann MacInnes (HDOSE), Erica McCray (SESPECS), Albert Ritzhaupt (STL), Sevan Terzian (STL), Nancy Waldron (Secretary – SESPECS), Thomasenia Adams (Associate Dean), Tom Dana (Associate Dean), Glenn Good (Dean), David Therriault (RAC, HDOSE)

Absent: Diana Joyce Beaulieu (SESPECS), Tim Jacobbe (STL), Jacqueline Swank (HDOSE), Pedro Villarreal (HDOSE)

**Approval of the Agenda**

Adams (moved), Lombardino (second)  
Agenda for today’s meeting approved.

**Approval of Minutes**

Adams (moved), Eldridge (second)  
Minutes from 02/24/14 meeting approved.

**Action Items**

None

**Information Items**

1. Review of Awards by Research Advisory Committee (RAC) and Lectures, Seminars & Awards Committee (LSAC)

RAC and LSAC were asked to review the list of awards/scholarships processed in the college each year to determine which required faculty review and the most appropriate committee to complete the work.

It was determined that the majority of currently assigned awards would stay with each committee, and that the Dean's office would work with committee chairs to establish an annual monthly calendar to assist in scheduling meetings and completing the work to meet college and university timelines.

Committees have found it helpful to meet via email, as needed, in order to come to award decisions quickly and to complete work in between scheduled face-to-face meetings.

Committee representatives reported that there is adequate time available to address policy issues that come forward from FPC for review/discussion during the course of the year.

2. Annual reports and review of policies

FPC standing committee chairs will be asked to submit an end of year report in advance of the COE Spring Faculty Meeting. The reports include a summary of meetings and actions, as well as a review of existing policies that may need revision or sunsetting. This will provide agenda items to be considered by next year's committee. FPC reps were encouraged to work with committee chairs to facilitate this process. End of year reports should be sent directly to Nancy Waldron.

3. Deans' evaluations

Faculty evaluations for Dean Glenn Good and Associate Dean Tom Dana will be available within the next few weeks. It is important for all faculty to provide input by completing the evaluations. FPC reps should encourage colleagues so that there is a higher response rate.

4. Process for Sustained Performance Evaluation

Change with the new Collective Bargaining Agreement

Article 18.1(c) Sustained Performance Evaluations. Tenured faculty members shall receive a sustained performance evaluation once every seven years following the award of tenure or their most recent promotion, or the last decanal recommendation that they receive a Salary Performance Plan award. The purpose of this process is to evaluate sustained performance during the previous six years of assigned duties.

The existing COE policy that addresses this issue/process is from 1998.

*Recommendation that the Faculty Affairs Committee (FAC) review and update the policy in 2014-2015.*

5. Discretionary salary increase

Change with the new Collective Bargaining Agreement

Article 24.5 Administrative Discretionary Salary Adjustments. Subject to any qualifying provisions specified below, the University may in appropriate circumstances adjust the salary of a bargaining unit member for merit, market equity adjustments, verified counteroffers, salary compression/inversion, increased duties

and responsibilities, special achievements, and similar special circumstances. These increases may occur at any time.

The existing COE policy that addresses this issue/process is from 2009. CBA language has changed and there is a need for general guidelines to ensure transparency in decision making.

*Recommendation that the Faculty Affairs Committee (FAC) review and update the policy in 2014-2015.*

**Dean's Report** - (Dean Glenn Good)

- Four proposals involving the college were submitted for the university's Grand Challenges courses. The courses developed in collaboration with other colleges are: Data literacy (Walter Leite and David Miller), All children reading (Holly Lane), Competitive edge (Sondra Smith), and Disparity in Florida (with Fine Arts) Selected courses will become part of the UF Grand Challenges Core, a unique set of UF courses that all freshman will take as part of the General Education requirements.
- Searches in the College are moving forward. Candidates have been in for all 3 Preeminence searches – Ed Tech, Big Data, Early Childhood. Interviews have been conducted with 3 candidates for the Associate Dean of Student Affairs position. It is expected that all searches will be completed within the next month.
- Work continues to move forward for UF Online after the resignation of Betty Capaldi Phillips. The college is involved with the development and delivery of dual enrollment courses and is in the early stages of putting together a proposal for a Bachelor's degree in Educational Technology. Presently there are no COE courses included in the UF online degree; college may consider the development of a Bachelor's degree in education.
- Update on new LMS for COE online instruction. Current word is that the university is negotiating a bid/selection in collaboration with some other universities. Looking for a collective deal, but with individual specifications for each university. This will likely delay COE adoption of the new LMS. Likely will continue to use Moodle for the next 1-2 years before a migration and training on new system.
- New RCM budget models for the university are being developed/revised. Once announced we will be able to determine the expected impact on the COE budget.
- State budget forecasts continue to be positive which should result in more funds for K-12 and higher education. A high priority for President Machen is faculty and staff salary raises for the coming year.

- It is expected that a new UF president will be selected sometime after the end of the legislative session.

**Announcements**

- Budgetary Forum & Spring Faculty Meeting - April 24<sup>th</sup> – 11:30 – 1:00. Terrace Room.

**Standing Committee Accomplishments – See “Attached Report”**

Budgetary Affairs Committee: Alyson Adams  
Curriculum Committee: Nancy Waldron  
Diversity Committee: Jann MacInnes  
Faculty Affairs Committee: Tim Jacobbe  
Lectures, Seminars, and Awards Committee: Sevan Terzian  
Long Range Planning Committee: Diana Joyce  
Research Advisory Committee: Jacqueline Swank  
Technology and Distance Education Committee: Albert Reitzhaupt

**Adjournment**

*Motion to Adjourn by Terzian, Lombardino (second). APPROVED*

Meeting adjourned at 3:06 pm.