

**College of Education  
Faculty Policy Council Meeting  
Agenda, August 30th, 2021; 2:00-4:00pm  
Hyflex Format**

**Attendance:**

- Angela Kohnen (Chair), Julie Brown (Chair Elect)
- **Dean's Office:** Glenn Good, Tom Dana, Tina Smith-Bonahue, Thomasenia Adams
- **HDOSE:** Chris Redding, Anne Seraphine, Chris Curran, Cathy Atria
- **SESPECS:** Carla Schmidt, Meg Kamman
- **STL:** Magdi Castaneda, Mark Pacheco, Maya Israel

**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 – Anne Seraphine at 2:06pm, Maya Israel seconded motion with consensus of the group to follow.

**Approval of Last Meeting's Minutes** (April 19, 2021)

No corrections, minutes stood approved.

**Announcements**

- Faculty Kick-Off Meeting September 20th, 2:00-4:00pm, guests: academic freedom panel – Paul Ortiz (Department of History, President of United Faculty of Florida) and Frank LoMonte (Brechtner Center for Freedom of Information). Zoom and in person, Norman Conference Center
- Upcoming FPC Meeting Dates: September 20, October 18<sup>th</sup>, and November 15<sup>th</sup>, January 24<sup>th</sup>, February 21<sup>st</sup>, March 21<sup>st</sup>, April 18<sup>th</sup> (Spring faculty meeting)
- By the Sept 20 meeting, FPC committee representatives will forward 2-3 committee goals to Angela Kohnen, along with the name of the elected committee chair
- Hyflex options will remain in place for FPC meetings for at least Fall 2021. Thank you for your flexibility

**Introduction of Committee Members**

- Angela Kohnen announced the committee members present

**Deans' Reports**

- Associate Dean Tina Smith-Bonahue
  - EduGator Central is considering how their team works together. They are looking at their processes and procedures, making sure to have backup coverage for key

- procedures, thinking about what they do well, what they want to do better, and what they want to add/rearrange.
- Dean Smith-Bonahue is excited to welcome two new teacher prep cohorts. The Early Childhood Program was approved by University Senate, moving to the next phase of full approval. Kudos to Terra Mathien in that process.
  - EduGator is working closely with school partners – EduGator’s responsibility is to be the community outreach component of the college. The current situation is volatile for school partners, so EduGator is just trying to be respectful of their boundaries. Dean Smith-Bonahue is asking that programs be particularly careful this year regarding working with schools, and work carefully through EduGator central for these collaborations, as we have to respect the unique position that our local partners find themselves in.
  - Dean Smith-Bonahue is excited to build up is the student life component of EduGator Central. They are going to meet with graduate coordinators and undergraduate coordinators who are involved with student life to move this student life component forward. The delta variant is interfering, so EduGator Central is not asking students to participate in events that will lead to students clustering or gathering. EduGator is still looking to have events that build community and talk about some of the opportunities that the college offers, such as student organizations, but without having students gather in clusters.
  - Associate Dean Thomasenia Adams
    - Office of Educational Research (OER) started a new fiscal year. As of July 2021: \$400,000 in external funding, and have a long way to go.
    - Dean Adams thanks faculty for the work they are doing to fund their research.
    - There is currently one active award: International Educator of the Year award. Check your inbox in case you are eligible and interested.
    - OER will soon release the award tracking document so you can see what to expect for award announcements and due dates.
    - Over the summer, OER held a webinar series about issues faced with external funding. If you have ideas for topics for next summer’s webinar series, contact OER or Dean Adams and let them know.
    - A successful faculty orientation with new colleagues was held, and Dean Adams and OER are ready to support new colleages.
    - Reminder: DSP has a two-day deadline ahead of the proposal deadline. OER then also has a two-day deadline. This means you need to have proposals complete four-to-five days ahead of the deadline so OER can serve you well. If you feel challenged to meet a deadline, let them know and they will help you to submit it on time.
    - Proposal submissions: OER asks for Capital Needs form to provide them with an update about what you expect to have from the college (e.g., space or technology requirements). They need to know those things before the proposal is submitted. Because they are a small office, this helps when there are multiple proposals at one time.
    - Everyone has to submit a conflict of interest report to UFOLIO even if you do not have anything to report.
    - Dean Adams is excited to help support faculty get funding.

- Dean Adams quote from her mother: “The biggest room in the world is the room for improvement”
- Associate Dean Tom Dana
  - It has been an interesting first week of finding our way around, and it is not so bad on campus. Dean Dana hopes more people can join on campus.
  - Dean Dana appreciates everything everyone has done to get the Fall off to a good start. It’s been new to have students in the building, and exciting using some rooms for the first time after they were renovated over a year ago.
  - Our enrollments are doing well. The College of Education is a positive location on campus, attracting students into our programs. Two-thirds of students are graduate students, and our fastest growing program is our Bachelors in Ed Science program (both face-to-face and online)
  - Availability of masks and protective equipment: N95s are available in the dean’s office for everyone who is teaching. They also have cloth masks and Gator masks (first come first serve), as well as a lot of surgical masks.
  - Hand sanitizer stays filled by custodial staff, disinfecting wipes are in rooms as well.
  - The HyFlex option for instruction remains in place. The expectation for this option is that unless there is a pre-approved reason, the instructor and students are on-campus, then HyFlex is used for those who are sick or quarantined. This will be the plan for the Fall.
  - BAC may have a busy year because we will be going under a budget allocation exercise for the entire university. This does not mean cutting budgets, but determining what our priorities are. This may be the jobs of Long Range Planning and FAC to facilitate and participate in.
  - There is a new collective bargaining agreement. We all need to pay attention because we are obligated to revisit all by-laws for schools and the university for consistency. This may lead to re-aligning policies and practices.
- Dean Glenn Good
  - Unfortunately, this is not the Fall we planned for. As a result, we have to put off our celebrations and welcome back events until we can have them when the situation improves.
  - Appreciate all the work everyone has been doing to have a successful start to Fall
  - Welcome to our seven new faculty – several to advance IALT and AI at UF
    - Zandra de Araujo, Lastinger Center
    - Anthony Botelho, STL
    - Frank Fernandez, HDOSE
    - Alisa Hanson, SESPECS
    - Rob Moore, STL
    - Ahmad Rahimi, STL
    - Jinnie Shin, HDOSE
  - 4-year, first-time-in-college (FTIC) grad rate has climbed to 94% (UF’s highest). 4-year graduation rate one of the key metrics associated with UF’s receipt of performance funding
  - College Enrollments Growing – Undergrad enrollments grown by 13%, Grad enrollments increased 7%, Overall enrollment climbed 10% to 7,127

- External Funding Proposals Climbing –Proposals for external funding increased by 24% to 195 during the past year.
- Fundraising:
  - Bev and college advancement team raised \$12.3M for 2020-21, with an original goal of \$5M for the year. They are already on track to meet/exceed the goal from last year.
  - UF is continuing campaign with aim of getting to \$4B with its Go Greater campaign
  - Alumni & donors are connecting well.
- Masks are expected (not mandated) as directed by SUS Board of Governors for all SUS campuses
- UF/College Budget - New CFO Chris Cowan has hired the Huron Consulting Group. One of the fiscal considerations is how to capture an additional \$30M recurring for total of \$65M annually to meet deferred maintenance needs at UF.
- A 5% budget reallocation exercise has been launched across all colleges and units at UF.
- The new IALT and AI teams are gelling and gaining momentum
- New World Reading Initiative is coming to the Lastinger center – probably \$250 million in the next few years – 60 more employees coming to the college
- Diversity work – a lot of great work was done last year, and it will continue this year. We are looking to replace the diversity liaison.
- PKY is overseen by UF and FL Dept of Ed. It does not have the same options as most other county-based school districts in FL. PKY is following UF’s masks expected stance. However, some PKY families are upset both for and against masks. The vast majority of students at PKY are wearing masks. Please be kind to Director Lynda Hayes and Principal Carrie Geiger who are doing the best they can under very challenging conditions.
- We have exceptional students, staff, and faculty – let’s have an excellent year.

### **Discussion and Action Items**

- Election of the third agenda committee member (to serve alongside Julie Brown and Angela Kohnen)
  - Angela nominates Chris Curran to stay on this role
  - Chris agrees to serve this role
- Committee Updates
  - FPC representatives will meet, elect a chair, and submit 2-3 committee goals before the 9/20/21 meeting
  - Budgetary Affairs – *FPC representative needed*
    - Meg Kamman has stepped forward to FPC representative role
  - College Curriculum – Julie Brown
    - Meeting on Tuesday, September 13<sup>th</sup>
  - Diversity & Inclusion – Anne Seraphine
    - Still in the process of finding a time to meet
  - Faculty Affairs – Tara Mathien
    - Meeting today (8/30) at 4pm

- Lectures, Seminars & Awards – Shelley Warm
  - Meeting Thursday, 9/2.
- Long Range Planning – Chris Redding
  - Meeting on Wednesday, September 15<sup>th</sup>
- Research Advisory – Julie Brown
  - Meeting on Wednesday, September 8<sup>th</sup> at 4pm
- Technology & Distance Ed – Maya Israel
  - Still figuring out when to meet. They may not be able to make the September 20<sup>th</sup> deadline if they cannot meet before then
- Updates from Faculty Senate
  - No updates, refer to what Albert wrote and what Dean Good mentioned
- Note: All FPC committees post minutes to their websites

### **Discussion Item:**

- Discussion of a proposed one-year exemption to the College's requirement that all members of the College-level tenure and promotion committee be tenured, full professors. Currently, HDOSE does not have a second eligible full tenured professor given eligible full professors are all on leave this year. This one-year exemption would allow an associate professor to serve as an HDOSE representative for a one-year term until full professors return.
  - Tom Dana:
    - Dilemma – we have a challenge regarding formulating tenure promotion. The current structure is to have two full, tenured professors from each school. Positions are staggered so one member is added/leaves at a time, and committee members themselves elect the committee chair. Elections take place in the Fall.
    - Due to approved leaves, there are no full professors available in HDOSE to run for election (leaving a spot open). Further, no COE policy delineates a contingency plan for an insufficient number of candidates
    - The Collective Bargaining Agreement has language that only those with a rank above the candidate is able to vote on their promotion
    - We had 14 cases last year, but there are only 5 cases this year. Only the candidate going from Associate Professor to Professor will be impacted by the decision we make
    - Options:
      - Proposal 1: proceed with 5 members – all tenured, full professors
      - Proposal 2: permit the election of an HDOSE tenured associate professor
        - This would only be for one year
        - As usual, more than one name will be on the ballot
        - The slate is voted upon by all eligible faculty in COE
    - We can vote on one now, or send out both options and see what people vote for
    - Recommended process: conduct a referendum of eligible faculty regarding proposed solutions for 2021-22 only
      - If Proposal 1 is approved – solicit full professor for open slots and alternates, then proceed with election

- If Proposal 2 is approved – solicit full professor candidates for open slots and alternates, AND associate professors from HDOSE for one-term slot and alternate, then proceed with election
- Questions:
  - Will the voting on these proposals include all faculty or just tenured?
    - Answer: Only those with tenure are eligible to vote
  - Would the six-member committee be voting on tenure or also on promotion?
    - Answer: The committee would be voting on tenure track and non-tenure track promotion. The tenured professors can vote on tenure promotion.
  - Would the associate scholar who is becoming scholar be affected?
    - Answer: This promotion would not be affected.
  - For clarification, would Option 1 be only 5 people voting on all promotions, and Option 2 be a combination of number of voters based on rank?
    - Answer: Option 1 means that all promotions will only have 5 votes, while Option 2 means the Associate Professor to Full Professor will have 5 votes but all other candidates up for promotion will have 6 votes. This would not be harmful because Glen Good will update the candidate who only has 5 votes on the situation.
  - Is the problem a lack of representation from HDOSE?
    - Answer: There are more full professors in other schools, so STL or SESPECS could offer up a full professor to serve the role; the constitution states it needs to be two from each school, but this is a college-wide committee so we could have full professors from another area be added to compose the committee
    - Follow-up discussion: Maybe an Option 3 could be to meet that full professor criteria and have 6 members by replacing the open slot with someone from STL or SESPECS?
  - What do those who are up for promotion think about this, as they will be affected?
    - Answer: I'm not sure we should solicit information from those who are up for promotion, as this is typically an area where they do not get to make decisions.
  - To what extent has the 6<sup>th</sup> person's vote made a difference? Do tenure votes often come down to the 6<sup>th</sup> vote?
    - Answer: It is less about the difference the 6<sup>th</sup> person makes, and more about coming down to faculty having a level of confidence in the process by knowing that there is representation of common understanding of research agendas and portfolios. It is about knowing that there is a balance of people in the room who can discuss the cases. Five people can probably do it, but having that balance is important, just as we have it with FPC and other committees. Balance in our college is part of our culture, and it is important to us. Tenure and promotion committee is probably not the place to go against that

- Follow-up discussion: Because it is high stakes, it is important to have balance and be sure that all schools are involved in that decision equally
- Any 6 individuals versus this particular balance of 6 individuals (two from each school) makes a difference (emphasizing balance vs. the total number). Either way, the person going for full will have 5 people and have it explained to them
- I do not think it will be harmful having 5, but having other schools fill in could throw off the balance
- Summary of conversation:
  - The suggestion to add another full professor is no longer supported, and sending out the initial two options for a vote is supported in this room: either sticking with five members or adding an HDOSE representative
- We will hold referendum very soon, one option will be selected, then will run the Tenure and Promotion elections after that. Hopefully people will be in place by mid-September.
- Next meeting: September 20th

### **Adjournment**

Meeting Adjourned: Chris Curran 3:10pm, Julie Brown seconded with no objections.