

**College of Education**  
**Fall Faculty Kick-off and Faculty Policy Council Meeting**  
**September 20, 2021, 2:00-4:00**  
**Zoom**

**Meeting Welcome:**

- Angela Kohnen, FPC Chair
  - We are excited to have them here today, as their 2020 presentation was cancelled due to Covid.

**Guests' Presentations:**

- Paul Ortiz, Ph.D., UF Professor of History and President of United Faculty of Florida-UF
  - I suspect that you are interested in what we have to say about HB233, as well as the anti-critical race theory rule. The bad news is that the state has passed these laws against academic freedom, but the good news is that people in Florida are fighting these laws.
  - Article 10 of our collective bargaining contract at UF is presented, and this is considered the gem of our contract because of the history of the university. Per the collective bargaining agreement, UF is responsible for proactively defending our academic freedom. This is important to let everyone know we are not alone in a fight against the anti-critical race theory rule and HB233. There is a cause for alarm, but this is related to broader questions of democracy/freedom of speech. For us, we will be able to protect ourselves and the integrity of academic freedom at UF because we have great leaders.
  - We have received a large number of commitments to defending academic freedom at UF. We have filed a lawsuit against HB233 (the “viewpoint discrimination bill”). A lot of people have inspired us by coming to help us, and this lawsuit is funded by an outside, nonprofit entity. The lawsuit challenges HB233 on the basis that it unlawfully targets and discriminates based on viewpoint. Because they have said that liberal viewpoints are problematic, this tells you where the bill is aimed against and its political nature.
  - I am writing a record of the history of UF and its relationship with African Americans and Native Americans since 1853. Academic freedom has been brought up in this report because attacks on academic freedom from the state of Florida has had a big impact on making progress on issues of diversity, inclusion, and equality, and now we are trying to catch up. In 1911: a UF professor made a mild critique of slavery and secession from the Union. Pressures led to this professor resigning. This set up a pattern in the 20<sup>th</sup> century with repeated attacks against academic freedom. This brought us to Article 10, and now our administration is really stepping up and defending academic freedom because we don't take academic freedom for granted.
  - Every time UF makes progress, there seems to be a counterattack that often impacts academic freedom.

- Reach out to HR, your college leadership, and United Faculty of Florida because we need to defend academic freedom.
- Frank LoMonte, J.D., Director of Brechner Center for Freedom of Information in the UF College of Journalism and Communications
  - One of the research areas we are focusing on is the ways in which public employees are inhibited from sharing their expertise with the public. There are myths about the first amendment that are not legally precise. The first amendment only applies to actions by government agencies that inhibit speech (e.g., does not apply to a private institution or a citizen walking down the street). For public employees, there are some fairly robust first amendment protections that you have, but they are diminished at the workplace because of countervailing interests of the government employer in maintaining order and protecting interests of the people.
  - The Supreme Court has followed a pendulum swing, with a high-water mark in the 1960s and a slow erosion since then for the rights of public employees. In 2006, the court diminished first amendment rights related to the public employee vs. rights of citizens discussing public matters.
  - Where does that leave us? It seems that high levels of employer control does not apply to college professors' speech, as faculty have been seen to win cases in these areas. In K-12, the supreme court have been fairly supportive of student-first amendment rights. These have been slightly diminished since. Courts have been unwilling to grant academic freedom protection to instructional personnel at the K-12 level.

### **Dean's Welcome and Vision for the 2021-2022 Year**

- Dean Glenn Good
  - Welcome to the new faculty of the last 3 years, we look forward to properly welcoming you when we can do so safely.
  - UF Broader Context: We are in a state with one party in control, highly polarized issues, and there are often battles about health, race, etc. UF depends on state funding because they do not want us raising our tuition. State leaders want higher rankings and STEM jobs. They also want \$30M/year for a total of \$65M a year to address deferred maintenance / capital maintenance issues. They are also amid a 5% reallocation exercise. Our enrollment is up about 10% after years of declines.
  - COE situation: All rankable programs are in the top 25, a lot of programs are growing rapidly. The college is doing exceptionally well. Educator Central has a new associate dean and admission officer and new advising line – UF online is funding this with its growth. Two new programs launched in the past year in Elementary and Early Childhood Teacher Preparation. Despite the pandemic, we awarded 458 new students receiving degrees in the past year. EduGator Central is going to focus on enhancing student experiences and promoting academic and professional success. Goals include streamlining services, employing recruitment strategies, showing students what opportunities are offered, and improving areas where things aren't moving as smoothly as they should.

- Scholarship and research funding: 108% increase in funding proposals since 2016, 84% funding/faculty increase since 2016.
- We are receiving \$93.4M for ongoing funding, and \$20.2M in newly funded work, for a total of \$114M. We are performing well relative to the rest of UF.
- UF is investing in technology and AI, getting more funding and continuing to explore this area. They want us to do work regarding technology and its role in the future in areas that are impossible for regional campuses to conduct research in.
- The Office of Educational Research (OER) has been reviewed by faculty and will be hiring more teams to keep up with the number of proposals being submitted.
- COE is bringing in 86% more annual gifts since 2016 and 40% more in the endowment since 2018.
- 17 different people have given \$1M gifts since 2015. Donors who do not even have ties to UF now approach COE asking to donate money.
- Advancement in scholarships: 49% increase in scholarships since 2015.
- The Go Greater campaign has surpassed goals and is projected to get to \$80M – we are doing great compared to other colleges.
- Opportunities: AD Tom Dana is reducing his role to serve as IALT Director, the Dean’s office is restructuring responsibilities, IDEA and anti-racism work across the college is being enhanced. It is desirable for all of us to adjust foci to anticipate emerging trends, and we want to continue enhancing all aspects of the College.
- UF is pleased with the work of the College; they are funding us very well (e.g., renovating Norman) and we are in a great position to keep moving forward and improving.

### **Associate Deans’ Reports:**

- Associate Dean Thomasenia Adams
  - I want to emphasize that OER is planning for the future – we are going through growing pains right now, but we are being more intentional, comprehensive, and supportive of the faculty. We want to make sure we are on solid ground to support faculty needs in the future.
  - The landscape for external funding is very healthy (e.g., NSF, IES) – there are many opportunities to pursue funding to support your work. The bar is high, and the OER is here to help you rise the occasion and secure funding for your work. OER will be better, stronger, and here to serve the faculty of the college.
- Associate Dean Tina Smith-Bonahue
  - I am still learning the job and am already impressed with your programs and students, as well as the commitment of all of you and EduGator Central employees to provide services to students.
  - Thank you for your patience and guidance as EduGator Central doubles down on the mission to enhance student experiences and support all of you while creating a collaborative community of learners.
  - We have masks, smarties, and lifesavers to pass out in class if you want!

- Associate Dean Tom Dana
  - We have Dove chocolates!
  - The Faculty Security and Safety event last week was significant for faculty to be aware of academic freedom and how the university will stand up and protect the work of the faculty. Faculty members will have the right to conduct research, disseminate research, and include instructional plans that align with educational goals. We have language to help protect our academic freedom and UF supports its faculty.
  - There's quite a bit of work going on, and those in coordinator roles deserve an extra "thank you" for all they are doing while we catch up from Covid.
  - We are doing our best to keep HyFlex instruction up and running. I am impressed with everything that HyFlex instructors are doing. Please let us know if anything is not going well with HyFlex, and we will get academic technology to fix anything that is not working. For those of you who have shifted to online synchronous with approval, thank you for what you are doing. Hopefully we are on campus more in the Spring.

### **School Directors' Introduction of New Faculty & Staff (first- and second-year faculty)**

- HDOSE – David Miller
  - 75% of staff is changing – come by and meet them
  - Second-year faculty: Travis Smith, Ramya Avadhanam, Wei Li
  - First-year faculty: Frank Fernandez, Hank Frierson, Jinnie Shin
- SESPECS – Erica McCray
  - Second year: Hannah Matthews
  - First year: Valentina Contesse, Alisa Hanson
- STL – Ester de Jong
  - Second year: Hyunyi Jung
  - First year: Rob Moore, Anthony Botelho, Seyedahmad Rahimi
  - I want to acknowledge the role of the staff – we would not be doing our level of work without them.

*Conclusion of faculty kick-off. All are invited to stay for the regular FPC meeting*

### **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, Penny Cox
- **STL:** Magdi Castaneda, Mark Pacheco, Maya Israel, Shelley Warm

### **Approval of the Agenda**

Motion to approve – Meg Kamman at 3:16pm, Shelley Warm seconded motion with consensus of the group to follow.

### **Approval of Last Meeting's Minutes (8/30/2021)**

No corrections, minutes stood approved.

### **Announcements/Reminders:**

- Upcoming FPC Meeting Dates: 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)
- Fall semester meetings will be HyFlex (include a Zoom and an in-person option). In-person meeting will be in the Rosenberg Room (Norman 2021)
  - Contact Angela if you are strongly against meeting in-person.
- 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

### **Discussion and Action Items**

- Review of FPC committees' action items for the 2021-2022 year:
  - Budgetary Affairs: Meg Kamman
    - We have not met yet; we have a meeting set for this week. Alyson was a volunteer for our chair. We will have more information next time.
  - College Curriculum: Julie Brown
    - We had our first meeting on 9/13, reviewed one certificate program, three new graduate courses, and one modified course. Next meeting is 10/11 online – all are welcome to attend, and please submit any proposals by 9/27 to be reviewed at the next meeting. Goals: to streamline the process of proposals and feedback
  - Diversity & Inclusion: Anne Seraphine
    - Met on 9/10, elected Taryn Brown as committee chair. Two goals: 1) COE common digital experiences on topics such as intersectionality, videos with group discussions and resources, etc.; and 2) Continue committee work on the Mission Vision Document. Going to meet on 2<sup>nd</sup> Friday of each month (Friday 10/15 is next meeting).
  - Faculty Affairs: Tara Mathien (Penny Cox reporting)
    - Met on 8/30. Goals: review the COE constitution and school bylaws, looking for outdated language. Will meet again on 10/5 and begin to work on any other goals.
  - Lectures, Seminars & Awards: Shelley Warm
    - Met on 10/2, goal is to have one or more speakers, we are brainstorming topics and reaching out to departments to help come up with ideas. Meeting virtually on 10/7. Guidelines for proposing an LSAC speaker are on the website
  - Long Range Planning: Chris Redding
    - Chris Redding chosen as chair. No large goals so please share any ideas. Some broad ideas for goals are to examine metrics that can be prioritized throughout the college, establish continuous improvement plans, and set college-wide goals regarding diversity, equity, and inclusion.
  - Research Advisory: Julie Brown
    - 9/8 first meeting, committee chair is Hannah Matthews. Two goals: 1) conduct a review of current COE research-related policies to update the connection to diversity and inclusion and to align with the collective

bargaining agreement. Second goal is to construct a more objective process for reviewing the internal awards. Next meeting is 10/6.

- Thomasenia: Research opportunity seed funding award has become active.
- Technology & Distance Ed: Maya Israel
  - Meeting is set next week to elect a chair and establish goals. More to report at next meeting.
- Updates from Faculty Senate: Julie Brown
  - No updates. Next meeting is Thursday 9/23

### **Notification:**

College Minimum Research Requirement ad hoc committee

- The College's Minimum Research Requirements for Doctoral Students (<https://education.ufl.edu/faculty-policy/files/2020/05/COE-Doctoral-Research-Requirements.pdf>) have not been reviewed since 2016. In that time, our college has grown significantly. Among our new colleagues are new methodologists who have created new courses. In addition, our fields continue to advance, creating new methods and methodologies to study new problems.
- In light of this, a request has been made to review and potentially update our doctoral research requirements. An ad hoc committee will be appointed to study this issue and bring forward recommendations for discussion.
- Membership will be comprised of representatives from the three schools
- The committee is charged with: reviewing research requirements at our peer institutions; collecting information from UF faculty on their research methods needs; collecting data from the Associate Dean's office on research requirement exemptions filed; and drafting recommendations to update our policy (if necessary)
- The goal is for the committee to have an interim report in January, and recommendations out for faculty comment before the end of the academic year.
  - What does it mean to be well-prepared to conduct research here at UF? First meeting will be end of this month or early October. Hoping for a mid-report in January before they craft something that will go out for discussion and review.

### **Adjournment**

Meeting Adjourned: Shelley Warm at 3:35pm, Meg Kamman seconded with no objections.