

College of Education
Fall Faculty Kick-off and Faculty Policy Council Meeting
Draft Minutes September 21st, 2020; 2:00-4:00pm, via ZOOM

Attendance:

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

Meeting Welcome:

- Diana Joyce-Beaulieu, FPC Chair (2:02)
 - Welcome to a new semester and acknowledgement of faculty efforts made already in the year
- Dean Glenn Good
 - Welcome to the 2020-2021 school year
 - Accomplishments from last year reviewed:
 - #1 or 2 in online graduate programs
 - 12th among public colleges of education
 - 4 programs in the top 20 nationally
 - Top 5 PI and 3 distinguished professors
 - Increased enrollment, increased research expenditures, increased annual contributions
 - Vision for coming year:
 - Increased rankings and increased visibility, increased interest from donors (alumni and others such as James Patterson)—continue to leverage donors interests for our work
 - Build on our success—continued development of new curriculum, including development of anti-Black racism curriculum

Guests' Presentations:

- Dr. Sylvain Dore', UF Faculty Senate Chair
 - New monthly chairs' meeting with all faculty councils to collaborate with all colleges
 - Senate mission is to represent faculty and work with faculty
 - 5 councils, 9 committees, each with different roles—information available on the faculty senate website
 - Current budget cut is 6%, will probably change
 - HR regulations will be a continued topic, including updates on hiring pause, furloughs, retirement funds, childcare options (perhaps expanding Baby Gator to meet needs)
 - Annual reports and evaluations—moving toward an electronic system that will integrate with online T&P system

- Possibilities for counterbalancing student evaluations in tenure and promotion process, aware of how evaluations can be biased for minoritized faculty
- Freedom expression an issue for the year
- Efforts on antiblack racism activities, including education for UF community—required trainings (phase 1); develop broader learning resources (phase 2); develop UF specific trainings and modules (phase 3). Also exploring how to create a single list of anti-racism efforts (speakers, etc.) across all of colleges
- Dean Glenn Good, Introduction of President Kent Fuchs
- President Kent Fuchs
 - This is a year of disappointments, but also achievements and celebrations:
 - We will achieve our goal of a \$3 billion campaign
 - An opportunity for the university to make changes connected to antiblack racism
 - A year to be kind and listen
 - Gratitude for our efforts as we work through a challenging year

Associate Deans' Reports

- Associate Dean Tom Dana:
 - Our disciplinary diversity is our strength and our energy for the future
 - Spring 21—stay tuned, possible adjustments to spring break and start/end dates
 - Fire in Lastinger Center is being remediated
 - Building rooms will be renumbered again
 - Construction of ground floor below library underway for IALT—scheduled to be finished April 2021
 - Old Norman is auto-locked for after hours and weekends, open daily at 7am
 - PKY construction going well
 - Technology now in Terrace Room—please email for appointment if needed. Watch for alerts about scams
 - Enable Two-Factor authentication if you haven't already
 - ETC is available for support for online courses, our work in online instruction has been good and course evaluations are good
 - Ellen Young's emails on benefits include changes that all should be aware of
 - Budget scenarios are being run to prepare for after the crisis is over, enabling us to bounce back
 - Dean Dana is transitioning to his role as head of IALT (including involvement in the AI initiatives)
- Associate Dean Thomasenia Adams:
 - 8 grants awarded (2 million dollars) in August
 - Yearly over 80 awards
 - Two awards currently open—International Educator Award (staff and faculty can apply) and ROF (due to OER on 12/15 for internal review. 4 proposals will go forward to university competition)
 - 10/14: seminar on outside activities/UFolio process
 - 15 promotion cases in the college for this year
- Associate Dean Nancy Waldron:
 - Gratitude for working with students, supporting them during difficult semesters

- Clinical experiences have been reimagined, have been working well
- Growth in our college is in both graduate and undergraduate programs. The Ed Sciences bachelors degree continues to grow
- Redesign of undergraduate teacher education programs (early childhood and elementary), moving from 5 years (with master's) to 4 years (bachelors). Expected to be launched fall 21
- Graduate admissions—2 new graduate admissions officers will be involved with coordinators and staff for the full recruitment and admissions process for the first time. Refining the process to ensure as many applications as possible
- Student organizations are very active, creating virtual events, etc. Thank you to the faculty sponsors
- Nominees for: International student awards, faculty mentoring awards

School Directors' Introduction of New Faculty & Staff

- HDOSE – David Miller
 - Ramya Avadhaman—Marriage and Family Counseling
 - Wei Li—REM, Multi-level
 - Travis Smith—Program Coordinator On-Campus Student Personnel in Higher Education (SPHE) Program
- SESPECS – Erica McCray
 - Hannah Morris Mathews—Professional Socialization, Induction, and Mentoring for New Educators
- STL – Ester de Jong
 - Hyunyi Jung—Mathematics Education, Mathematical Modeling
 - Nigel Newbutt—Educational Technology and Virtual Learning

Approval of the Agenda (3:03)

Approved with no changes

Approval of Last Meeting's Minutes (8-31-20)

Minutes stand approved with no changes

Announcements/Reminders:

- Upcoming Fall Meeting Dates, Oct 19th, Nov 16th, Jan 25th, Feb 15th, Mar 15th, Spring Faculty Meeting April 19th (all meetings 2:00-4:00pm)
- FPC October 19th meeting Dr. Tom Dana, Jason Arnold, and members of the communications team will present on processes and channels for promoting significant faculty accomplishments (e.g., external grants, major national awards).

Discussion and Action Items

- Role of FPC, Diana Joyce-Beaulieu: Review of the FPC constitution purpose (4.A.1)
- Review of FPC committees' action items and support of Black anti-racism and diversity initiatives for 2020-2021
 - Budgetary Affairs – Cyndy Griffin FPC Rep (Anne Corrine Manley, Committee Chair)
 1. Review and revise the Guiding Principles for Budget Decisions
 2. Continuously consult with Deans on budget reduction issues
 - a. Use the Guiding Principles of Budget Decisions to set priorities for budget reductions
 - b. Propose ideas for revenue generation to the Deans
 3. Recommend and advise new allocations and re-allocations of monies to anti-racism activities in the College of Education
 4. Assist in evaluating equity in faculty salaries in the College of Education
 - College Curriculum – Angela Kohlen, FPC Rep & Committee Chair
 1. Prioritize approval of courses already reviewed by CCC that have an equity and diversity focus (follow up wherever these are hung up and try to move toward final approval)
 2. Collect all existing resources about curriculum development that have been compiled by COE and make them visible and accessible on the CCC website
 3. As a committee, create guiding questions for reviewers and submitters with an equity focus
 4. Communicate with the college committee on anti-racist curriculum to ensure we are working in the same direction
 - Diversity & Inclusion – Gage Jetter, FPC Rep & Committee Chair
 1. (Re)define our committee's role, purpose, and work within broader COE/UF initiatives
 2. Revise our committee's mission statement to more accurately reflect our role, purpose, and work
 3. Organize, coordinate, and follow-up on ongoing collaborative professional learning opportunities for instructors to critically examine and intentionally revise the design and delivery of current/future courses—applying for funds to continue work
 - Faculty Affairs – Lindsay Lynch FPC Rep, Committee Chair TBD, next meeting 9/28
 1. Review College of Education policies to ensure alignment with the new Collective Bargaining Agreement that will be finalized this year
 2. This review process will include evaluation through a social justice lens
 3. Special focus on CBA articles related to intellectual property, T&P annual review, and impact of COVID on teaching, research, and service
 4. Seek ways to account for the labor of minoritized faculty in effort calculations

- Lectures, Seminars & Awards - Helena Mawdsley, FPC Rep & Committee Chair
 1. 2020-2021 Will focus on the Black experience, racism, & inequity and feature speakers & seminars.
 2. Offer one or more trainings/workshops focused on supports for minoritized people of color and guidance on allyship during distressed times.
 3. Next meeting 9/28

- Long Range Planning – Hope Schuermann, FPC Rep, Committee Chair Nick Gage
 1. To promote transparency & accountability, we will publish by department & college the race, ethnicity & gender trends for faculty, staff & students & report by establishing a dashboard for tracking diversity, inclusion goals/metrics
 - a. Get report from diversity committee about metrics
 - b. Focus on things we have control over
 - c. Faculty & student diversity
 - d. Race, Ethnicity, & Gender by school, program, student, faculty, staff
 - e. Ask about what diversity metrics they collect & the terminology used for these categories
 2. Suggest criteria for success in improvement in these areas over long term- 1 year, 5 year

- Research Advisory – Alice Kay Emery, FPC Rep & Chair, next meeting 10/2
 1. Revising language to CRIF to add guidelines for equity
 2. Writing a statement/guidance for faculty thinking about impacts of research on issues of equity
 3. Work with D&I committee to draft a statement on recruiting faculty who do research on issues of equity

- Technology & Distance Ed – Maya Israel, FPC Rep, Committee Chair TBD
 1. Look at existing data for our online programs (Applied, admitted, enrolled, graduation, and time to degree) from the perspective of diversity. It would be helpful to look at both the state-run, self-funded, cohort programs.
 2. Suggest professional development that faculty and staff can participate in related to anti-racist distance education instructional practices. There will likely be overlap with the curriculum committee on this goal.

Adjournment

Meeting was adjourned at 3:15