

**College of Education
Fall Faculty Meeting
Minutes: September 23rd, 2019**

Approval of Agenda (September 23rd, 2019)

Motion to approve by Puig

Second by Warm

Minutes for the September 23rd, 2019 meeting approved

Approval of Last Meeting's Minutes (April 22nd, 2019 & September 23rd, 2019)

Motion to approve by all faculty present at meeting

FPC Committee Reports from 2018-2019 Academic Year

- Agenda Committee-
- Budgetary Affairs –
 - Summer compensation for dissertation advising and options for time off etc. Plan was for each committee member to take it back to their departments and get input
 - We are setting path for this as other universities have not had a plan in the past
- College Curriculum – Met on Sep 9th, reviewed 5 courses, next meeting Oct 7th. You have time if you would like to submit anything, everything from the process is on the website
- Diversity – Book club event was the highlight of the committee for the year, diversity and inclusion award for faculty was approved by FPC and more information regarding the process will soon be available.
- Faculty Affairs – Voted on new policies faculty salary and non-tenure faculty
- Lectures, Seminars & Awards-
- Long Range Planning – Focused on Deans evaluations
- Research Advisory – Oversees the internal funding opportunities and
- Technology & Distance Education- Blue ribbon designation-self review for faculty on online coursework, showcase on improvements will be in mid fall

Deans' Report

- **Dean Waldron**
 - Dr. Lori Dassa-new member of Edugator central-coordinator of clinical experiences and partnerships for public schools and community groups- goal is to have point of contact with people for work we do and available opportunities
 - Dr. Maria Leite-overseeing college diversity initiatives, university hired chief diversity officer, and put group together to focus on issues on campus. Focus is to establish role for diversity liaisons and communication throughout the university for them
 - 2 proposals submitted for Quest 2 courses for undergraduate students
 - Course proposal: Race, class and inequity in education
 - Course proposal: Changing perceptions of mental health in U.S
 - Next round for course proposals is Jan 15th 2020 for courses that will begin Spring 2021

- Goal is to have more of a presence in the course proposals, hope is to get to 7 or 8 courses coming from the COE for undergrad students to get exposure to UF, this is meant to meet general education requirements
- Ed sciences major is currently 121, student teacher prep undergrad students is declining

- **Dean Adams**
 - 8 awards funded for faculty for 2.5 million dollars, submissions are out and waiting to hear back
 - Take advantage of the OER's research resource support
 - There is currently a call out for NSF opportunity, see Dean Adams for more information related to this opportunity
 - Funding agencies are looking for interdisciplinary collaborations and out of the box ideas
 - Tenure and promotion process- 16 cases for this year
 - There will be brief meetings for faculty who are not in the tenure and promotion process currently but want to understand the landscape for this process. It will be on November 21st, 3 p.m. in Norman 1-225

- **Dean Good**
 - Board of Trustees view UF's rankings as crucially important
 - Undergrad students are becoming more elite (Median: 4.45 GPA, ACT 31, SAT around 1400)
 - University is increasing taxes by 10%
 - 5 year teacher prep programs are ending
 - Growth of online programs
 - 3,530 students enrolled on campus and online classes
 - 1:18 faculty to student ratio
 - 20 on campus degrees and specialties
 - 18 online degrees and certificates
 - Added 37 new faculty in the last 2 years (Higher ed/SPHE, IALT, Math Ed, REM, etc.)
 - \$780k average research award per faculty
 - 3% raises in 2019
 - 3% raises proposed for 2020
 - 135 research awards, \$155.2M total value
 - 21% increase in total awards value
 - \$30.5M in research expenditures
 - Ed library completed
 - Old Norman opened at 85% completion this fall
 - Auditorium, Starbucks, in process
 - Steadily rising construction costs
 - Last phase has risen from \$1.5M to \$8M
 - PK is doing great work and is being recognized for their accomplishments
 - 'A' school since 2002
 - 99.1% graduation rate
 - College rankings
 - #1 in Florida
 - #1 public in SEC, southeastern region of nation
 - #15 public in the nation

- Fund raising
 - \$7.2M fundraising goal for FY19
 - Raised \$50M (90%) of \$55M 2021 campaign goal (2 years ahead of schedule)
 - Seeking 2 new development officers

Guest Speaker: Ray Thomas, UF Faculty Senate Chair

- Parent leave is among the primary concern in negotiations
- Mentoring and retention, how do we retain quality faculty?
 - One aspect is improving faculty salary
 - Access to quality childcare for faculty
- 14,000 student contact hours at Baby Gator. Want to encourage BOT to build new Baby Gators
- Hiring additional support staff
- Student mental health incognito-teach to recognize students in distress and help them seek treatment
- Redesigning student tour experience
- Consultant was hired to redesign tour experience
- Plan to invite Dr. Evans to meeting to put input in to redesign tour
- Concerns about tenure and promotion, and promotion of non tenure track

Informational Items

UFF/CBA Update – Maria Coady

- In process of renegotiating of CBA. 3 year agreement faculty has with university administration
- Update on negotiation needs to be ratified by January 2020
- Salary increase and supplements for lowest paid members of bargaining, \$200 increase for 9 month faculty making less than \$55,000 a year
- \$325 for 12 month faculty making under \$65,000 a year
- BOT bargaining team has yet to respond to proposals on table
 - 19 ½ weeks paid maternal and family leave
 - Equitable salary increases for promotion, UF has lowest in state, highest in state is FSU
 - Job security for non-tenure track faculty. 35% UF faculty are non-tenured track. Adding in adjuncts, it raises to 54%
- UF has 34.96% density (members of the union). On lower end in the state of Florida
- Faculty for Grad student union, grad students have highest density in the university
- STL-density is 8%
- SESPECS-21%
- HDOSE-37%
- Just because you are in unit, doesn't mean you are represented by the union

Announcements:

- Next FPC meeting – October 21
- Spring COE Faculty Meeting – April 20, 2-4pm, NRN 1-225