

**College of Education  
Faculty Policy Council Meeting  
Minutes, October 19, 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)

**Approval of the Agenda**

Motion - Shelly Warm 2:02 pm

**Approval of Last Meeting's Minutes** (9-21-20)

Minutes stand approved with no changes 2:04 pm motion to approve Shelly Warm

**Guest Updates/Presentations:**

- Dean Good Introductory Updates
  - Meetings once a month at campus-level, working to understand how Executive order regarding federally funded institutions may affect anti-black racism curricula initiatives. Elective course work will not be affected as required coursework is.
  - Meetings also discussing future policy projections for faculty hires implications.
- COE Collective for Black Student Advancement (CBSA) Committee Updates
  - Supporting IDEA Initiatives via Advancement - Glenn Good
    1. Process of acquiring/hearing needs of other committees
    2. Funding initiatives will be based on what other committees need
    3. Money set aside for speaking opportunities
    4. Efforts are moving along well but level of uncertainty based on new executive order in advancement of these areas
  - Student Recruitment, Experiences, & Success - Nancy
    1. Met three times
    2. Discussing Graduate Assistantships and support for students
    3. Access to support, availability and how decisions are made around GA/TA and types of support and preceded disparities
    4. Recruitment of black students to COE, undergrad and grad as low overall enrollment
  - Faculty Recruitment, Development, & Research - Chris Curran
    1. Meeting 10/20
    2. Faculty and students focus on current processes at COE and expanding understanding by looking at other institutions through fact finding based on research
    3. Increase diversity and anti-racism foundation

4. Enhancing diversity in recruitment and expanding advancement and support for black faculty for retention and support
- Curricular Opportunities for Understanding Racism & Anti-Racism in Education - Tom Dana
  1. Committee is a college-wide student and faculty group formed to explore ways that the COE can better promote anti-racism through curricular offerings. The College committee has met three times and identified both short term and long-term goals.
    - Short-term goals, currently working on:
      - Creating a list of existing COE courses which include substantial content on race and anti-racism, as well as courses across campus.
      - Develop a doctoral concentration focused on race and anti-racism
      - Develop a graduate certificate program focused on race and anti-racism
    - Longer-term goals are to:
      - Develop a track within the undergraduate Bachelor of Education Sciences major focused on race and anti-racism
      - Develop a new doctoral degree program focused on race and anti-racism
      - Explore the possibilities for a UF Center for the Study of Racism in Education
  2. Promote anti-racism, particularly anti-black racism through curriculum at COE and working with other departments on campus for collaborations and class recommendations for students
- Tom Dana, Jason Arnold, and Kevin Coulson presented on processes and channels for promoting significant faculty accomplishments (e.g., external grants, major national awards).
  - College Communications- Intent and Approach
    1. UF and COE current paradigm shift as Communication group moved to Tigert Hall as President Fuchs noted importance of administration communicating and interacting with students
    2. Communication is a back and forth/interactive process not hierarchical
    3. More agency in communications- encourage back and forth between students and faculty via twitter which is very unique for our institution (e.g., faculty support comments via twitter when students defend dissertations)
      - Increased national attention of COE faculty in national sites (NYTimes, Time, NPR, and others). Agencies taking stock of faculty and current projects through this process
    4. How to use big data for good of College, promotion, recruitment and improvement of communication to shift with UF's new paradigm
      - Four focal areas
        - Framing -Increase accessibility to public
          - Diverse team, skill sets, delivery evolving at college level with dramatic changed in last 3-10 year
        - Audience

- Celebrate achievement
    - Strengthen connections with alumni and College
    - Grant funding opportunities with peer institutions to enhance possibility of collaborations
    - Staff- celebration of achievement
    - Other- influencing policy decision
  - Planning Ahead- own monitoring, to stay engaged and to allow opportunity to celebrate in students and faculty achievements- created growth even towards UF principle accounts
  - Gif channel for celebration of achievement utilizing COE people to increase visibility- over 1 million views from what has been shared out (<https://giphy.com/UF-College-of-Education> ) positive association with college and university as a whole
5. Have Questions- news@ coe.ufl.edu (<https://education.ufl.edu/etc/directory/>)  
Video, communication, photo...)

Below are the college's channels on social media, we'd love to have you all follow each of them:

- <https://www.facebook.com/UF.COE/>
- [https://twitter.com/uf\\_coe](https://twitter.com/uf_coe)
- [https://www.instagram.com/uf\\_coe/](https://www.instagram.com/uf_coe/)
- <https://www.linkedin.com/school/university-of-florida-college-of-education/>
- <https://giphy.com/uf-college-of-education> (search "ufcoe" when using Giphy on social media)

**Email us any time** - We view this as a two-way street and we want to hear from our faculty. The easiest way to share anything with us is by sending an email to: [news@coe.ufl.edu](mailto:news@coe.ufl.edu). Don't worry about the format, cohesiveness or level of detail; we'll work that out.

- UF Senate Report – Chris Curran
  - Supercomputer arriving in few months, UF planning training for students and faculty
  - Applications for Fall undergrad enrollment
    1. UF stable with undergrad enrollment this fall/spring
    2. Applications for next fall down significantly from where they were this time last year– not sure why but something to continue monitoring
    3. Diversity
      - 2018: UF received grade of “F” for racial representation due to faculty and student composition
      - Future directions to make strategic efforts regarding hiring, African American and diversity researchers
      - Continuing efforts to enhance inclusion for LGBTQ

## Deans Presentations:

- Associate Dean Nancy Waldron
  - Each college represented at Academic work group -AI intuitive—purpose: heavy undergrad focus to increase level of those going into work force with strong AI background for workforce
  - Spring schedule released 10/30, with registration starting 11/9 and 11/16
  - University working on set of communications for students to understand new instructional modalities and prompting following up from programs and colleges
  - UF- communications to students for protecting themselves and others around long break (Thanksgiving- Jan 11<sup>th</sup>)
- Associate Dean Thomasenia Adams
  - Office of Edu Research
  - Aug + Sept 15 award 3.1 million- very strong year in the midst of everything
  - TPP- voting or have voting- School directors working on letters for candidates
  - Opportunity for PDL and OCT 27<sup>th</sup> letters due from COE
  - Opportunity State Funding (100,000) multiple awards- 4 applications—faculty sub
  - Teacher Scholar
  - Academy of Teacher
  - Nominate and reach out for interest
  - IRB workshop- provide information for COE faculty February 2021
  - Brian Lane away from the office- OER Amanda and Thomasenia are available to answer questions and assistance while he is away
- Associate Dean Tom Dana
  - US News and World report season- reports for Online Educational and overall graduate programs data to submit in process of completing- communication is a strong and important component for how peers know what we are doing
  - Impact Report- very impactful along with connections
  - Spring 2021
    - Classroom readiness and scheduling works with schools
    - Face 2 Face- established meeting time and selected classroom which has a CDC COVID cap
    - Instructor will be simultaneously teaching in person and virtual
  - Accreditation and Program Review – constantly occurring
    - KCREP accreditation review for Counselor Edu program Wed-Friday of this week
    - CAPE- advanced programs way for reviewers to review information
    - State approval process- launching at this time- site program (5 yr undergrad will be primary review)
  - Checking ITnews- timely and important new—working remotely and available in person via appointment
  - Due Factor—needs to be set up or will be locked out
  - Budget deferred to Glenn Good
- Dean Glenn Good
  - Secondary news- UF has had no statement beyond budget
  - US 8.5% reduction for this year and 10% by December 2022 (from other university systems) but a lot of unknown

- Effort and focus around keeping as many employees not on furlong
- Important COE is able to conserve as much as possible and focus on maintaining robust enrollment
- Will know more in November regarding budgetary unknowns moving forward
- Spring Return
  - Cooperative as possible with external demands and protecting employees and students
  - Very appreciative of understanding and willingness to adapt seen in COE
  - Encouraged to repopulate campus but no mandatory
- Gradual and soft launch of utilizing Microsoft Teams but not mandatory at this time, more on this in the coming months

### **Discussion and Action Items**

- Budgetary Affairs – Cyndy Griffin FPC Rep (Anne Corrine Manley, Committee Chair)
  - Meetings Sept 25<sup>th</sup> and meeting Oct 22<sup>nd</sup>
  - Last summer request for additional ad hoc members for broader representation, three clinical faculty ad hoc members include Allison Adams, Ashley MacSuga-Gage, and Cliff Haynes
    - Review and revising guiding principles from 2010
    - Pandemic, consequences and racial considerations—lens to the future
    - Committee- discussion on how principles might impact staff
    - Consult with deans on budget issues through guiding principles
      - Deans Good and Dana updating committee on current budget and keeping apprised of evolving State budget situation
    - Advise and recommend re-allocation of monies for anti-racism utilizing recommendation for CBSA college wide committees
    - Evaluating equity and COE salary- requesting follow-up information
- College Curriculum – Angela Kohnen, FPC Rep & Committee Chair
  - Met 10/12 and reviewed one course, next meeting 10-26
  - Goals: more resources for college regarding anti-black racism within our curriculum
  - Looking through guiding questions from colleges at other institutions and utilization within our college
- Diversity & Inclusion – Gage Jeter, FPC Rep & Committee Chair
  - Meeting tomorrow for Oct meeting
  - Discussing: organizing, coordinating, and following up on collaborating learning opportunities and delivery of courses with anti-black lens with potential consultation
  - System and structures that can be sustained
  - Wordsmithing committee mission statement –role and purpose
- Faculty Affairs – Lindsay Lynch FPC Rep, (Kristi Cheyney-Collanate ,Chair)
  - Discussion of 7 years vs 6 years for tenure timeline
  - Updated CBA- what that means for faculty

- Potential guidelines to support faculty promotion (women, POC) in lieu of COVID-19 related research challenges and time of manuscript review
- Career development for young faculty (virtual conference funding, priority in registration consideration)
- Lectures, Seminars & Awards - Helena Mawdsley, FPC Rep & Committee Chair
  - Upcoming meetings Sep 28<sup>th</sup>, Oct 29
    1. Anti-black focus: two proposals for speakers – decision next week, considerations will be Black experience and one or more training program and allyship
- Long Range Planning – Hope Schuermann, FPC Rep, (Nick Gage, Committee Chair)
  - First meeting last month
  - Focus diversity dashboard- measure and components to include
- Research Advisory – Alice Kay Emery, FPC Rep & Chair
  - Oct 7<sup>th</sup>- Adams reviewed role of community- policy and applications for research
  - Forming mini sub workgroups
- Technology & Distance Ed – Maya Israel, FPC Rep & Chair
  - Nov 20<sup>th</sup> – next meeting
  - Review existing data around existing programs, consider scholarships for students in online learning through diversity perspective
    1. Providing resources for faculty regarding anti-racism distant education— diversity and inclusion, college curriculum
    2. Curating best practices, providing faculty with resources around anti-racism during virtual delivery for faculty

### **Announcements/Reminders:**

- Please delineated expected outcomes for committees by next meeting – these will be uploaded to website for faculty at large
- Submit diversity initiative funding requests to Mirela by Oct 23<sup>rd</sup>.
- Upcoming Fall Meeting Dates, Nov 16<sup>th</sup>, Jan 25<sup>th</sup>, Feb 15<sup>th</sup>, Mar 15<sup>th</sup>, Spring Faculty Meeting April 19<sup>th</sup> (all meetings 2:00-4:00pm)

### **Adjournment**

Meeting was adjourned at 3:26 pm