

**College of Education
Faculty Policy Council/Fall Faculty Meeting
Minutes: October 21st, 2019**

Attendance:

Elizabeth Washington (Chair), Diana Joyce-Beaulieu (Chair-Elect), Lindsay Lynch (HDOSE), Dennis Kramer (HDOSE), Linda Searby (HDOSE), Cathy Atria (alternate-HDOSE), Alice Kay Emery (SESPECS), Vivian Gonsalves (SESPECS), Kristi Cheyney-Collante (SESPECS), Julie Brown (STL), Kara Dawson (STL), Angela Kohnen (STL), Magdi Castaneda (alternate-STL), Maria Leite (EduGator Central), Lori Dasse (EduGator Central), Ana Puig (alternate for Hope Schuermann), Dean Thomasenia Adams

Absent: Hope Schuermann (HDOSE), Gage Jeter (STL), Linda Lombardino (SESPECS), Nick Gage (alternate-SESPECS)

Approval of Agenda (October 21st, 2019)

Motion to approve by Searby

Second by Kramer

Agenda for the October 21st, 2019 meeting approved

Approval of Last FPC/Faculty Meeting's Minutes (September 23rd, 2019)

Motion to approve by Kohnen

Second by Puig

Minutes for the September 23rd, 2019 meeting approved

Deans' Report

- **Dean Thomasenia Adams**
 - Tenure and Promotion-Schools have voted and schools of directors are working on letters
 - In September: 6 funded awards, totaling just under \$950,000
 - In August: 8 funded awards, totaling \$2.1 million dollars
 - 2 months ago Office of Research, started target funding to provide opportunities for faculty to visit funding agencies
 - The Office of Research matched the amount the OER gave. OER allowed \$10,000, the Office of Research gave additional \$10,000. 4 teams were funded to visit funding agencies
 - 11 faculty members will be using funding to visit funding agencies. The university holds it high that UF has high visibility with funding agencies
 - Faculty will begin to get emails about award opportunities
 - Moon shot award
 - Academy of distinguished teaching scholars-faculty celebrated for good teaching above and beyond the status quo
 - Teacher scholar of the year award allows faculty to compete for SEC teaching award
 - Current call for ROF to get funding from university. Faculty are provided \$100,000

- Sabbatical opportunities, college offers 8 one semester sabbaticals application due November 8th for applying for Fall 2020 or Spring 2021
- Professional development leave (also includes PKY faculty)-non tenure track faculty to refresh professionally, 2 full time semester leaves application due November 8th for applying for Fall 2020 or Spring 2021

Committee Reports

- **Budgetary Affairs**
 - Aim is to continue to tackle single or two problems and sit with Deans office and establish priority areas
 - Chair will be appointed next month
- **College Curriculum**
 - First meeting Sep 9th
 - Reviewed 5 courses
 - Next meeting November 4th
 - Have a cluster of 8 courses that will come in from early childhood
 - Waldron is looking to update website to make process easier for faculty, arranged one person to be trained per school, to have a point person
- **Diversity and Inclusion**
 - Cliff Haynes chairing committee
 - Looking to choose book for the year
 - Looking for feedback on how to best handle this years book talk
 - Aiming to have a time for faculty to meet with Ibram Kendi
 - Email will be sent out with information related to DI award, application, dates, etc.
- **Faculty Affairs**
 - Chair will be appointed at next meeting, had special meeting to address non tenure track faculty promotion policy
- **Lectures, Seminars and Awards**
 - Will be meeting October 25th
- **Long Range Planning**
 - Kent Crippen chairing committee
 - Focus on Deans evaluation
 - Associate deans are all being evaluated
 - Will look at surveys and determine next steps
- **Research Advisory**
 - Met Oct 9th
 - Next will be 11/6 meet with Dean Dana to discuss lab space questionnaire and review Moonshot proposals
- **Technology and Distance Education**
 - Met Oct 8th
 - Bojan Lazaveric chairing committee
 - Revisited Blue ribbon designation process
 - Looking at an early spring showcase

Discussion Items

- Non tenure track promotion policy

- Vicki Vescio- FAC recommended to FPC to have ad-hoc committee to come up with one document for the non-tenure track promotion policy
- Discussion surrounded clarifying language and expectations for candidates who will be going through the process
- Next steps with this policy is go back to FAC, they will come up with proposed draft, and then back to FPC for approval, and then entire faculty for open comments, and take into account and go back to FPC for final vote
- Differentiated effort report for non-tenure track faculty- concern was that the assignments are very diverse, can the effort report be more accurate for the specific group, based on what the person is hired for
 - School director is responsible for assignments
- Feedback on COE mentoring policy
 - Approved 2017
 - Question is: Is the plan addressing the issues it needs to for all faculty and addressing questions faculty has a part of the mentoring process
 - Is this policy being carried out with fidelity and how do we know?
 - Need more clarity on purpose of mentoring
 - What role does the school director play in this?
 - Mentor training and mentoring report
 - Is their incentive for mentoring?
 - Committee approved Qualtrics to get information related to this Searby approved, Second was by Puig
- Washington (Chair) brought up as a discussion item, and possible action item, the issue of supporting faculty and students of color based on recent events in the media and across campus. She suggested the goal of having further dialogue about this issue and discussing anti-racist initiatives/support in safe spaces. Members talked about possible starting points, such as developing a climate survey specific to this issue, and reaching out to UF CDO Antonio Farias and others.
 - After discussion, Atria moved for FPC to approve the idea of FPC action/involvement on this issue.
 - Kohlen seconded.
 - FPC members approved.
 - Washington suggested, as a starting point, that she would be willing to reach out to COE faculty, staff, and students to see who would be interested in starting an “ad hoc” committee to address these issues.
 - After discussion, Atria moved to approve this.
 - Gonsalves seconded.
 - FPC members approved.

Announcements

- Linda Searby- Mentoring Affinity group is open to everyone, aimed at approving mentoring abilities, next meeting is January 16th at 8:00 a.m. at Reitz Union. Meetings are quarterly
- Email regarding Annual Provost gathering January 10th, focusing on building trust in research, free but registration required

Adjournment

Motion to adjourn by Joyce-Beaulieu

Second by Puig
Meeting adjourned at 4:09 p.m.