

**College of Education
Faculty Policy Council Meeting
November 15, 2021, 2:00-4:00
Zoom**

Attendance: ADD SHELLEY WARM

- Angela Kohnen (Chair), Julie Brown (Chair Elect)
- **Dean's Office:** Glenn Good, Tina Smith-Bonahue, Thomasenia Adams
- **HDOSE:** Chris Redding, Anne Seraphine, Chris Curran, Cathy Atria
- **SESPECS:** Carla Schmidt, Meg Kamman
- **STL:** Magdi Castaneda, Maya Israel, Shelley Warm

ZOOM Attendees Protocol:

- FPC members and Deans' microphones will be open
- The chat room will remain open to all participants throughout the meeting. During the Deans' reports, Chris Curran will bring forward questions to the Deans for response.
- A temporary copy of the entire chat transcript will be kept and the FPC Agenda Committee will review those for possible future agenda items.

Approval of the Agenda

Motion to approve - Shelly Warm 2:03, Julie Brown seconded motion with consensus of the group to follow

Approval of Last Meeting's Minutes (10/18/2021)

No corrections, minutes stood approved.

Announcements/Reminders:

- Upcoming FPC Meeting Dates: January 24th, February 21st, March 21st, April 18th (Spring faculty meeting)
- 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

Guest Presentation and discussion: David C. Bloom, Faculty Senate Chair

- Wanted to meet with faculty councils to get a sense of what's going on in various colleges – I want to re-invigorate chair governance and increase collaboration between council and senate.
- Faculty Senate is legislative body of the University – there for an exchange of ideas between senior officers and faculty
- Model of governance has been in place for about 20 years – it allows faculty to take ownership of certain aspects of leadership
- Faculty Senate can take issues to the Board of Trustees. Faculty Senate Chair gets invited to cabinet meetings, and has meetings with president/provost, allowing for communication from faculty perspective to senior officers
- Local level of shared governance seemed to be missing – Faculty Senate had attended monthly meetings with Faculty Councils, but it was also considered to have a liaison position to help bridge communication between these bodies

- Some feel monthly meetings is enough, others think a liaison would be helpful. What do you think?
 - Feedback: Senators have started emailing an update to all faculty after each meeting, and a report in FPC monthly meeting, and the chair of FPC does attend a meeting with other FPCs...overall, communication has felt pretty good so far
 - Response: It sounds like it has been working well the way it currently is
- Potential benefits of shared governance / liaison position – more rapid communication of issues, dissemination from board of trustees / central administration to the faculty for input
- Senate Chair updates:
 - Foreign Bill implications
 - Academic freedom
 - Catalyst for this was faculty not being able to be expert witnesses against the state / conflict of interest; this has been rescinded and there has been a task force, but it is narrowly focused
 - As a result, there is a Senate ad hoc Committee on Academic Freedom – broader charge: any restrictions to academic freedom that faculty have come up against in the last several years. Collects data, categorize what kinds of issues there are, and report to senate. Do not have to publish materials because it is a fact-finding committee- so, faculty can feel comfortable coming forward with issues, and we are hoping this helps address problems. Open to any input. Plan is to find the issues, shed light on them, find ways to address them.
 - We have been reading things in the news, but have not been able to look at the data/facts to see if there is really a systemic problem that we can start addressing
 - Special Senate Meeting on Wednesday, 11/17, at 3pm. Drafts of two resolutions are on Faculty Senate Website
 - Call for UF to protect academic freedom
 - Call for more transparency in protecting academic freedom
 - Town hall on academic freedom led by a set of panelists, hopefully in early December
 - Early legislative session insights
 - HB57 – we view as problematic
 - Likely that we will look at university tenure – not sure what it will look like, but it’s something that has been a topic of discussion to make the post-tenure review process more rigorous, possible change from 7-year to 5-year cycle. Look at what current process looks like and whether we need to make changes to it, and how it will be done
- Question: Is emergency meeting face-to-face?
 - Answer: Yes. It will be live streamed as well.
- Question: Where is the live stream link?
 - Answer: David will send the link to all faculty. There is also a link above the media announcement.
- Please share with your faculty that if there are concerns, contact the senate by phone. We don’t want anyone to feel inhibited about coming forward. We do not want a culture

where academic freedom / pursuing scholarly activities is inhibited – we cannot have that.

Deans' Reports

- Associate Dean Thomasenia Adams
 - Grant activity for October – 12 awards, 4 million dollars. On track to exceed funding amount for fiscal year. Very happy, please continue to pursue external funding as it benefits all of us
 - One active award in college right now from OER – Teacher Scholar award, apps due December 6th. If you are eligible, please pursue awards because it helps with rankings and we want our faculty to be successful in getting external awards
 - Chairing the PKY Director search, it is going well. Two candidates who have had campus interviews, and another screening interview this week.
 - Chairing Associate Dean for Faculty Affairs, Diversity / Inclusion and Community Engagement, if you want to discuss the potential for that position please reach out to Glenn.
 - In the process of bringing to closure the Tenure and Promotion work at the college level, charge meeting on 11/18, where I will present the role of the committee and let them get to work in reviewing the cases
 - UFolio is always open for outside activities, be sure to submit (even if you don't think you have any)
 - OER is expanding this year because of hard work of faculty, (new position) and looking for technical writers to help faculty engage in their work
 - Reminder: we are a service office, so if you find you need something to help with your research agenda / external funding, please reach out to any of us and we will provide the service that you need.
- Associate Dean Tina Smith-Bonahue
 - EduGator Central (EC) – it is admissions season. Eddie may be in contact with program coordinators, as it is a busy time for all of us as admissions come in
 - Exploring ways to meet EC's mission in terms of staffing, considering many different alternatives - across the state, HB1507 (career readiness and workforce education) will lead to advising implications (e.g., connecting curricular and co-curricular activities). We are moving carefully and thoughtfully to make sure we are addressing current needs as well as the future
 - Met with Superintendent for Alachua County Schools about partnerships regarding mental health of students, teachers, and families. Alachua County is not over the impacts of Covid for teachers or students. A lot are struggling with external forces. Systems that have worked in the past may need to be revamped, and this is an opportunity for COE to help
 - Programs that do placements: do not let perfect be the enemy of good...be respectful of our partners' fragile state – keep needs of the district in mind as well as the needs of our students
 - The month of October included UF students being more fragile / struggling. A lot of difficulties in volumes we are not used to (e.g., financial, juggling a lot of things at once, in-class adapting, etc.). Remember grace and compassion, point

- students to services on campus, or talk to EC staff to help point in a positive direction. If students have needs, please reach out
- Student life – it's scholarship season, about to be very busy. Thanks to faculty who is serving on the scholarship committee
 - Thursday, 11/18 – ETC is running an Instagram Thanksgiving-themed engagement event. You can find treats on Instagram – this was successful in October, so they are doing it again. Thanks to ETC for their creativity and work on this for community building for students
 - Launching College Advisory Council – based on applications/references, we've selected about 15 undergraduate/ graduate students who are representative of programs, will refer to this council for all sorts of issues. Will be available for council in the college, let me know and I will connect you if you want to bring any issues to this council for feedback
 - Dean Glenn Good
 - From Tom Dana:
 - Two new faculty coming in (international faculty who have run into issues coming to the US) – Jinnie Shin and Nigel Newbutt will be on campus soon.
 - Textbook adoptions must be submitted this week – faculty will be fined if not submitted by Friday
 - After Thanksgiving, information from Fall instructors about technology
 - Service contract with University Academic Technology
 - Spring semester –
 - Dean discussed current events that impacted happenings and conversations on campus

Discussion and Action Items

- Committee Updates
 - Budgetary Affairs: Meg Kamman
 - Committee met last month, meet again this week. Finalized goals in creation of flowchart showing faculty salary over a career-span, clarify merit procedures, increase transparency of budget issues
 - College Curriculum: Julie Brown
 - Met on 11/8, reviewed 11 items, including graduate certificates, new and revised courses, most were approved / conditionally approved. Final meeting for semester is Monday, 2/13 (HyFlex NRN 2707)
 - Diversity & Inclusion: Anne Seraphine
 - Met on Friday before meeting, talked about the mission statement and update for December FPC agenda. Action-oriented mission statement for increased engagement of COE. Going to put out a survey for a book for a special digital experience: a D&I virtual talk moderated by Erica McCray. It will be interactive. Responses to the book, art, narratives, etc. with a repository for sharing to build engagement and get great ideas together. Looking at March 14th for event, next meeting is January 21st
 - Faculty Affairs: Tara Mathien

- Met on 11/10, continuing to work on CBA updates. Know your school bylaws are being reviewed. Also, we have been asked to look at faculty with joint appointments and voting rights at college level, along with T&P committee membership. Stay tuned for CBA updates.
 - Lectures, Seminars & Awards: Shelley Warm
 - Emailing back and forth about speakers. Reviewing applications, trying to meet around 12/10 to look at applications for awards.
 - Question: Did we discuss joining forces with D&I about an event?
 - Answer: I don't remember that, but I will mention it to John and the committee.
 - Long Range Planning: Chris Redding
 - Have not met since last meeting, nothing to report.
 - Research Advisory: Julie Brown
 - Met on 11/8. Reviewed 3 concept paper submissions for research opportunity seed fund. Next meeting 12/3 at 4pm, will review CBA to determine if there are implications on committee's work.
 - Technology & Distance Ed: Maya Israel
 - Met on 11/5. Discussed data from Nathan on distance ed programs analyzed by demographics. This data is going to online programs to see if they are willing to share the data to look across programs (we do not want to force them if they do not want to). Moving forward with a policy recommendation to create better procedures for getting this data for online programs. Potentially working with LSAC for speakers regarding distance education. Looking at CIPS because a lot is happening across programs – it would be good to give recommendations and suggestions regarding addressing goals related to diversity. Next meeting is 12/10
 - Doctoral research requirements (working group): Angela Kohnen/Tina Smith-Bonahue
 - In the process of scheduling next meeting, had their initial meeting. Examining research requirements for on-campus doctoral students, looking at recommendations for updating policy as needed (because of so many new courses and new faculty). Collecting information from peer institutions to see how our institution compares. Next meeting by end of the month, new information in early January.
- Updates from Faculty Senate: Julie Brown
 - Met on 10/21, check inbox for notes. Decision was made for 2024-2025 year – Thanksgiving week off completely, extra week for Winter break, Spring break will align with Alachua County schools, and Fall will start a week early.
 - Emergency meeting Wednesday in-person and live streamed. Two resolutions about academic freedom. Regular meeting is this Thursday, look for notes afterwards.
 - Angela
 - Ad hoc committee is fact-finding on a short timeline. We are looking for trends that we are seeing (not as much individual cases/ solutions); if you have any information that feels relevant, you can reach out (call if you do not want it in writing)

- We can keep information general vs. specific. Any scenarios where your academic freedom may have been infringed upon is worth coming to us about
- Action Item: Faculty Senate would like to work with volunteers from FPC to craft a COE statement in support of academic freedom to be read at a Senate meeting. Once drafted, this statement would then go to the college for a faculty vote of approval before being read.
 - Angela:
 - Some are saying to wait on what happens at meeting Wednesday before moving forward with this. Let me know if anyone is interested ahead of time so we have names ready, but a lot of movement has happened so it makes sense to wait for the meeting.
- Information Item: Post-tenure review process being discussed (see attached document)
 - Angela
 - Distributed the proposal and current policy
 - Multiple lines of comments regarding whether we should be doing this for ourselves, as well as if we are engaged in this, what should it look like? Proposed draft lets the provost have the entire final word without an appeal process built in. This will be discussed much more, just be aware to that
 - Question: Why is performance no longer part of raises?
 - Answer: Salary increases could be built back in as mandated, so it is not on the whim of legislature. This has been looked at as a possible positive aspect of this discussion.
 - Discussion: It could be a result of budget cuts that led to a lack of raises.
- Information Item: FAC has been requested to examine the tenure and promotion committee membership structure, given the increasing number of clinical and PKY faculty that are reviewed at the college level. FAC is requested to make a recommendation to FPC by January 7, 2022 so that it can be reviewed by FPC leadership prior to the January FPC meeting. Any proposed revisions will be circulated to the faculty and voted on in accordance with the COE constitution
- Information Item: FAC is requested to explore whether we need a college-wide policy for determining voting rights for faculty with joint appointments or faculty with affiliate status.
 - Angela
 - Email Angela, Julie, or Chris, with anything you want added as information items to the agenda. We sent this over to FAC in time for their November meeting. We will get updates from them, and nothing will be updated without discussion at FPC meetings.

Adjournment

Meeting Adjourned: Meg Kamman 3:30pm, Shelley Warm seconded with no objections.