

**College of Education
Faculty Policy Council Meeting
Minutes November 16, 2020; 2:00-4:00pm, via ZOOM**

Attendance:

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

Approval of the Agenda:

Motion to approve-Shelly Warm, Seconded by Angela Kohnen (2:01pm)

Approval of Last Meeting's Minutes (10-19-20)

Shelly Warm motion to approve; no changes, stand approved at 2:03pm

Deans' Presentations:

- Senior Associate Dean Tom Dana
 - Progress still being made regarding the creation of classroom spaces for Spring 2021, various room arrangements have been approved with subsequent approval by Dean Dana and others
 - Air flow- state of the art HVAC system in all of New Norman- OA exchanges outside is very strong; pre-filtering, Mer13-which collects smaller particles like viruses, UV system which further cleans, De-humidified, and then Humidified; each classroom has its own filter for the recirculation of air plus all old Norman hall windows are open for those who want that as well
 - For those not in Norman hall, able to work with those in charge of scheduling classrooms within department if changes necessary
 - Artificial Intelligence (AI)- moving along within the college and across UF
 - AI within curriculum is being discussed
 - AI research implementation plans moving forward
 - AI 100 faculty hire initiatives -More information around Faculty hire initiative will be discussed in the coming months
 - Multiple accreditations – happening throughout many programs of COE at the moment
 - Institutional
 - CAPE adv programs (Counselor Ed, School Psych)
 - FLDOE- visit scheduled for late March/April 2021
 - PK Yonge

- Changes in secondary instruction and on-campus presence
 - Approved as an exemplary model for state and local level
 - Visit from FLDOE last week, PK will return to 5 days effective this Thursday (11/19) at the secondary level- all students and faculty; faculty forming models to optimize work during this shift back to brick-and-mortar
 - Students will now be changing classrooms
- Associate Dean Thomasenia Adams
 - Office Educational Research (OER)
 - Grant activity 25 funded (\$7.5 million)
 - 15 tenure and/or promotions all currently with college committee
 - Sabbatical and leave- applications for PDL and sabbatical with recommendations due next week
 - Summer funding is still strongly encouraged
 - 3 active awards
 - Research opportunity fund- application due Dec 15
 - Research Scholar of the year- co sponsored by UF and SEC application due Dec 15
 - Academy of Research Scholar- application due Nov 23rd
 - Important for the elevation of profiles of both UF and colleges along with colleagues
 - IRB presentation- Early 2021 providing more thorough information around the process and context for new COE faculty
- Dean Glenn Good
 - International Student enrollment ~45% down across country
 - No news about State budget at this moment
 - Still searching for 2 faculty positions- carry over from Provost
 - TPC at the college level before goes to UF
 - Fundraising team \$55 million goal – UF COE already met goal of \$65 million at this time

Guest Presentations:

- UF Faculty Union Report and Initiatives – Matt Schmidt
 - Collective Bargaining Agreement (UFF.-UF.org/bargaining)
 - UFF is a directed by faculty to represent faculty
 1. Join at uff-uf.org if interested
 2. If contractual/collective bargaining issues arise, faculty members of UFF can only support those who are dues paying members
 3. COVID-19
 - Two Memoranda of Understanding agreements between UF and the union related to working conditions recently negotiated
 - Faculty evaluations- any performance evaluations will be assessed in light of COVID and faculty can request that this be excluded from performance records and extend tenure clock by 1 year

- Grievance has been filed for all faculty by UFF, regarding spring 2021- over the denial of remote instruction as an option to those that request for Spring 2021
 - Especially ADA claims, faculty considered high-risk, loved ones at high risk, child-raising/caregiving hardships)
 - Cease and desist submitted by union- from requiring bargaining unit members to perform work face-to-face which can be performed remotely
 - Letter to President Fuchs
 - Increase transparency, courses that can be taught remote mode be schedule for online delivery
- UFF-UF achievements during current negotiations:
 - Protection of faculty intellectual property ownership for online course content
 - Matching UF contributions/credit for base and summer pay
 - Addition of 8 weeks paid family/parental leave
 - Specification of reason(s) for non-renewal of contract for tenure-track faculty
 - Primacy of faculty role in any “investigation” of grade disputes
 - Protections and advances for PKY K-12 Teachers
 - Negotiating “Conflict of Interest/Outside activities” article
- Furloughs are not in the UFF-UF collective bargaining agreement, union pushing for transparency from the University
 1. Number of meetings coming up which are open to the public (11/20, 11/27, 12/9, and 12/11 all at 3:30-4:30pm with zoom links posted on uff.uf.org)
- TEAMS for FPC Committees – Benefits/Features – Mirela Vasconcelos & Cathy Cavanaugh
 - Optional at this time
 - Files to share within group- have the opportunity to organize with the ability of multiple people simultaneously editing
 - Do not have to move files, but can add tab (e.g., Dropbox, website link, etc.) and add to shared space--allowing all access within Microsoft TEAMS
 - Able to share/announce outcomes to those of TEAMS and within the stream to help eliminate emails
 - Meetings:
 1. Can be scheduled within the channel which automatically shows on outlook with the option to record meetings which will all go into the channel and automatically transcript the dialogue of the meeting
 2. If taking notes separately, can be attached to the TEAM channel to help with the organization of everything in one place
 3. Can easily be organized for those which are planned and unplanned
 - TEAMS: falls under the same Sunshine Law as emails
 - Organizational tool plus secondarily allowing to decrease emails for members
 - Each committee could have own channel attached to primary FPC team
 - Email Mirela and or Cathy if have any questions or need assistance with implementing TEAMS for COE/FPC committees

FPC Committee Reports

- **Diversity & Inclusion** – Gage Jeter, FPC Rep & Committee Chair
 - Oct 20th
 1. Priority- pursue funding opportunities for initiatives
 2. UF Racial Justice Opportunity grant was submitted but constrained by some language of grant
 3. College CBSA- request for funding submitted with hopes to appropriately and fairly support colleagues of color within this work
 - Nov 19th
 1. Task: revise committee's role and work within COE and UF initiatives
 2. Revise committee mission statement to reflex work, hope to bring new mission statement proposal to FPC during Jan 25th meeting
 - All of Spring meetings will be scheduled within next months

- **College Curriculum** – Angela Kohnen, FPC Rep & Committee Chair
 - Nov 9th
 1. Reviewed one course
 - Resources and guides for new submitters for considerations around inclusive language, will be brought to January meeting
 - Dec 14th next meeting- 30th Nov any courses would like to be reviewed in meeting must be submitted to committee

- **Faculty Affairs** – Lindsay Lynch FPC Rep (Kristi Cheyney-Collanate Chair)
 - October 26th
 1. Recommendation to permit faculty to include COVID-19 impact statement on their annual report. NOV 23rd committee will be voting on and will bring forth to Jan meeting to all FPC
 - Looking at factors Directors can include in annual letters for faculty (reduced travel dollars, impact on teaching eval, decrease research opportunities) regarding impacts of COVID-19

- **Lectures, Seminars & Awards** - Helena Mawdsley, FPC Rep & Committee Chair
 - Met Oct 29th
 1. Dr. Janise Parker, William & Mary- will host a 2-part workshop 10-11am this Wednesday and Thursday around: Equity, Impairment and Engagement
 2. Thankful for support throughout COE as continue to pursue this work
 - Dec TEACH scholar review
 - Nov 19th: next meeting

- **Long Range Planning** – Hope Schuermann, FPC Rep (Nick Gage)
 - No report at this time

- **Research Advisory** – Alice Kay Emery, FPC Rep & Chair
 - Nov 4th meeting
 - Equity and Anti-racism goals- moving forward with goals and initiatives set forth

- Dec 2nd next meeting
- Technology & Distance Ed – Maya Israel, FPC Rep & Chair
 - Meeting Friday, November 20th
 1. Initial data- online only programs and look at data towards enrollment to see if approach set forth makes sense
 - Ant-racism resources for online courses will be reviewed

FPC Action Items:

- Budgetary Affairs – Cyndy Griffin FPC Rep (Anne Corrine Manley, Committee Chair)
 - Review of Budgetary Guiding Principles revisions
 1. Proposed changes- highlighted in yellow
 2. Thought process- principles through anti-racism lens with also concerns around COVID emergency and desire to involve staff
 3. Staff input (Corrine)
 - 16 and 17 items written by faculty with staff in mind with + 21, 22 proposed directly by staff
 - Meeting of 11 staff members with faculty representatives and others to review document to ensure no harm to staff and to help with faculty consider the global view of budget concern
 - Principle 5- kept because of faculty support along with the inclusion of 16, 17, 21, 22 support towards the staff
 - Staff in COE did have a group similar to FPC in past (Staff Council) but disbanded ~2013 with current discussion of potentially reactivating, students have own as well to collectively represent whole
 - Open comment period to allow for all faculty input for the changes prior to FPC voting
 - At the moment these are advisement and recommendations

Announcements/Reminders:

- FPC Committee Initiatives – Expected Outcomes Due
- Upcoming Spring Meeting Dates, Jan 25th, Feb 15th, Mar 15th, Spring Faculty Meeting April 19th (all meetings 2:00-4:00pm)

Adjournment

Motion 3:05pm - Tara Mathien, seconded: Maya Israel

Meeting Adjourned- 3:06 pm