

*College of Education  
Long Range Planning Committee  
Final Report 2012-2013*

The LRPC met as a whole group on the following dates.

September 19, 2012

January 31, 2013

February 28, 2013

March 13, 2013

April 17, 2013

The LRPC had two primary tasks as assigned by the FPC.

1. Develop an action plan to continue moving the college forward in terms of the strategic plan.

To develop the plan the LRPC first reviewed the actions of each FPC committee related to multicultural competence, transparency, respect, and interdisciplinary collaboration. Next, the committee drew on 3 documents developed by the faculty: 1) the 5 short term strategies defined by the original plan, 2) the results of the April 2012 faculty meeting, and 3) the November 2012 faculty meeting to determine specific plans that needed to be addressed and the appropriate committees, groups, or individuals that could implement the plans.

In our review of the original 5 strategies, we did discover that many elements have been accomplished. For example:

1. The OER has been functioning as a full service office. The offices were renovated and a grant writer hired. The faculty database is available. The OER has organized a number of collaborative meetings with COE faculty and other units.
2. The RAC has revised the CRIFF award
3. The offices of communication and development have been combined which is now the Office of Development, Alumni Affairs, News and Communication (DANC).

A number of priorities seem to be in order for next year included:

1. Developing collaborative groups around teaching and pedagogy.
2. Reviewing the report of the Productivity Task force and determining which strategies can be implemented.
3. Defining entrepreneurial activities and guidelines for proposals.

The recommendations are attached.

The action plan includes the 5 goals set by the faculty during strategic planning and objectives to accomplish each. A timeline for completion and appropriate committee are suggested for each.

2. Conduct annual evaluations of the ADR and Dean.

A subgroup of the LRPC met to draft a new evaluation survey for the ADR and revise the most recent version of the Dean's survey. Both survey's attempt to address the actual duties of each administrator. After the drafts were reviewed by the LRPC as a whole they were uploaded on Qualtrics. Links to the survey were sent to the faculty by the FPC chair.

1. *Create a full-service research office* with the sole purpose of increasing faculty scholarship (research) and grant productivity. This office, as envisioned, would function proactively, identifying opportunities for collaborative work within and outside the college, as well as public and private partnerships, and would shepherd grants from “start to finish.”

<b>Important Steps</b>	<b>Original Time Frame for Implementing</b>	<b>New Time Frame for Implementing</b>	<b>Who Needs to Be Involved</b>	<b>LRPC Findings <i>Recommendations to Continue</i></b>
Select a leader whose sole purpose is to lead and manage the research office	2011-2012		Dean and FPC	An administrative decision was made <b>not</b> to have a person solely responsible to manage OER. An Associate Dean was hired to be responsible for Research, Faculty Development and Graduate Education.
Prioritize the productivity task force plan and implement it (and former research initiative plan)	Spring and Fall 2012	<i>Begin Fall 2013 Priorities by Spring 2014</i>	Dean and FPC	This has not been accomplished.  <i>The LRPC recommends that this task be assigned to the LRPC in collaboration with DAC to prioritize the document and develop an action plan.</i>
Work collaboratively with school directors to engage faculty and maximize use of resources.	2012 and ongoing		Associate Dean for Research (ADR), Dean, Directors, FPC	This is an issue that no FPC committee can resolve. A group from the <b>DAC</b> would be appropriate.  <i>The ADR will make an annual report to the FPC on how the work to engage faculty and maximize use of resources is going. FPC and ADR should establish goals related to this outcome.</i>
Secure a larger space for the full service center	2012		Dean, ADR	The OER was renovated. A grant writer has been hired.

2. *Develop interdisciplinary groups* (across colleges as well as within the College of Education)—including faculty, students, and practicing professionals—that collaborate around issues of teaching, learning, and development to support high impact, high profile research as well as innovative programs and teaching.

<b>Important Steps</b>	<b>Resources Needed</b>	<b>Original Time</b> <i>New Time Frame for Implementing</i>	<i>Who Needs to Be Involved</i>	<b>LRPC Findings</b> <i>Recommendations to Continue</i>
Become familiar with work of faculty and their skills.	Vitas; software; committee to assist—FPC, research advisory committee; personal meetings	December 2011  <i>Begin Fall 2013</i>	Associate Dean for Research (ADR), Associate Dean for Academic Affairs (ADAA), FPC.  <i>Include non-tenured faculty and clinical/teaching faculty in the familiarizing step (when they do not have extensive publications, etc., on their vita)</i>	Faculty data-base is available for faculty to submit their vitae and review others. All faculty (non-tenured faculty and clinical/teaching faculty). OER continues its effort to reinstate the database.  <i>Technology issues continue to plague the work. <b>Technology &amp; Distance Ed</b> committee may be assigned the task to help OER review the database and make recommendations for ease of use, e.g., new browsing capabilities.</i>

*Develop interdisciplinary groups (continued)*

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<p>Develop information/database on faculty work, interests, research to generate new creative lines of research/ programs within interdisciplinary groups. Based on gathered information, pull together interdisciplinary groups around new calls for proposals.</p>	<p>Vitas; software; committee to assist—FPC, research advisory committee; personal meetings</p>	<p>December 2011</p> <p><i>ongoing</i></p>	<p>Associate Dean for Research (ADR), Associate Dean for Academic Affairs (ADAA),</p>	<p>See above. The data-base was developed and the Annual report format has been updated.</p> <p>OER–sponsored collaborations between COE faculty and other units for AY2012-2013:</p> <ul style="list-style-type: none"> <li>• <b>Alachua County Public Schools-Steve Starke (brought in to discuss access and research request process)</b></li> <li>• <b>Florida Virtual School-STL faculty</b></li> <li>• <b>North-East Florida Education Consortium (NEFEC)-REM faculty-CAPES faculty</b></li> <li>• <b>College of Medicine-CE &amp; REM faculty</b></li> <li>• <b>College of Engineering-STEM faculty</b></li> <li>• <b>Latin American Center-Higher Education faculty</b></li> <li>• <b>College of Law</b></li> <li>• <b>Family Youth &amp; Community Sciences</b></li> </ul> <p>Where no COE unit is indicated; all schools were or will be represented at the meeting.</p> <p><i>OER to continue this work annually and report outcomes to the FPC</i></p>

Important Steps	Resources Needed	Original Time Frame  <i>New Time Frame Implementing</i>	Who Needs to Be Involved	LRPC Findings  <i>Recommendations to Continue</i>
Develop groups around teaching, pedagogy		<i>ASAP Fall 2013</i>	Directors and Associate Dean for Academic Affairs (ADAA)	At the end of 2012-13 year, no groups had been formed.  <i>If the Ad Hoc Academic Affairs Committee is made a standing committee, this task should be given to them to work in collaboration with ADAA.</i>
Personal and focused appointments to theme groups or calls. While personal and direct, this is not necessarily an invitation. It is an appointment to get a new group together <u>at least one time</u> to determine possibilities of collaboration.	Time, space, call information	Varies—spring 2012  <i>Fall 2013</i>	Group members, school directors, FPC, research advisory committee	OER looks at RFPs and sends notices out to establish work groups to answer calls. See above list of some collaborative efforts.  <i>ADR may take the lead and work with the RAC and FAC to improve connections with OER, Foundation, and Centers.</i>

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Collect feedback on success and challenges why or why not people chose to work together.	Incentives to promote collaboration (noted as a long-term strategy)	<i>Fall 2013</i>	All participants	There are no incentives established to promote collaboration. OER knows if collaborative efforts are maintained through grant applications.  <i>One suggestion is for the RAC and AAC develop survey to investigate the question – conduct annually.</i>

3. *Identify and pursue entrepreneurial initiatives* that impact critical problems of practice and policy and serve practicing professionals.

Important Steps	Resources Needed	Original Time Frame  <i>New Time Frame Implementing</i>	Who Needs to Be Involved	LRPC Findings  <i>Recommendations to Continue</i>
Identify and/or hire outreach and partnership “rain maker”	Identify or hire this person	January 1, 2012  <i>Fall 2013</i>	Dean, new person, Don Pemberton	There is no person as yet in this position. We understand that the Distance Ed office has been doing market analyses for entrepreneurial academic pursuits.  <i>Identify or hire this person.</i>
Build collaborative partnerships with people who have expertise in relevant areas (business, community colleges) and also leverage existing partnerships (e.g., Lastinger)		<i>2013-2014</i>	Dean, new person, Don Pemberton, collaborative partners	No formal framework or progress has been made toward a formal framework.  <i>Develop guidelines for pursuing entrepreneurial activities. We suggest <b>Faculty Affairs Committee</b>. Guidelines should include ways to determine a point of contact (Where would I go?) and possible sources of seed money. They will need the definition of entrepreneurial to begin this task.</i>

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Get faculty engaged in collaborative, entrepreneurial activities	Need broad definition of entrepreneurial activities. Also need to work through issues surrounding intellectual property and non-profit status	2013-2014	Dean, new person, Don Pemberton, faculty, FPC	<p>The work done to now in terms of collaboration (end of 2012-2013 academic year) is what was reported by OER. Most of that work was grant related and not entrepreneurial per se.</p> <p><i>This seems to be an ongoing endeavor that may be accomplished through a series of steps. The LRPC understand that the <b>Budgetary Affairs Committee</b> is working on a definition of “entrepreneurial”, which is the 1<sup>st</sup> step. There are several entrepreneurial activities already established. BAC might organize an event where these are presented.</i></p>



4. *Combine existing offices of communication and development* for more effective use of those resources, and charge this office to cultivate a strong alumni network as well as engage in a public relations campaign about the value of our graduates' degrees. Hire or identify a writer to develop "rapid response" policy briefs that amplify the value and application of the college's work.

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<p>Create high profile alumni educational events that are academic in nature and bring alums back to campus for engagement with faculty around topics related to pressing education issues. Faculty are the "celebrities" who engage and excite participants (alums and education stakeholders)</p>	<p>Start-up funds are needed but will be revenue-generating eventually.</p>	<p>As new dean comes on board.</p> <p><i>As soon as feasible in 2013-2014 year.</i></p>	<p>Development and communication offices, each academic department, OER. Suggested champion or owner: Director Development/Alumni Affairs (will collaborate with OER and communication office and directors)</p>	<p>The office Development Alumni Affairs News and Communication (DANC) has been established.</p> <p><i>According to the COE Constitution, the <b>Lectures, Seminars, and Awards Committee</b> "shall be concerned with enhancing the climate for scholarly and creative activity in the College of Education." This committee seems the likely group to work with DANC to create the suggest events.</i></p>

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<p>Revamp basic communication system for alumni network that highlights and promotes all the high quality research and programs that are ongoing in the college (publications, multi-prong approach)</p>	<p>Development/ communication office</p>	<p>As soon as new dean comes on board</p> <p><i>As soon as feasible in 2013-2014 year.</i></p>	<p>Development and communication offices, each academic department, OER</p>	<p><i>To accomplish this task it will be necessary for the new DANC office to review the current communication procedures. The <b>Lectures, Seminars, and Awards Committee</b> could work with the DANC office to identify ways to link the office with faculty accomplishments.</i></p>

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<p>Hire/identify a PR/policy brief writer to conduct an aggressive campaign to systematically, intentionally, and proactively highlight and connect the work of the college faculty (and programs) that impact pressing education issues. (Rapid response around topical issues—24 hour turnaround.) For example—linking state and national happenings (as in <i>EducWeek</i> or <i>The Chronicle</i>) to our college’s work and how we are addressing the issues.</p>	<p>Funds to hire a writer or dedicate part of a person’s load to this activity</p>	<p>As soon as new dean comes on board</p> <p><i>Fall 2013</i></p>	<p>Development and communication offices, each academic department, OER</p>	<p>At this point, there has not been a person hired or identified to serve in this capacity.</p> <p><i>Reevaluate the objective to determine if it is possible to achieve. The LRPC suggest that the DAC is an appropriate forum for a discussion about this objective.</i></p>

5. *Analyze current markets and trends* as well as changing demographics to ensure our programs are responsive to and leading critical directions in education.

Important Steps	Resources Needed	Original Time Frame  <i>New Time Frame Implementing</i>	Who Needs to Be Involved	LRPC Findings  <i>Recommendations to Continue</i>
A role of the Long Range Planning committee should be to analyze current trends and markets and make recommendations about critical future directions	<p>Competition concept paper</p> <p>Data about recent hires in the state</p>	<p>Fall, 2011</p> <p><i>Fall 2013</i></p>	Task Force, FPC, Directors, Dean	<p>No progress has been made on this step.</p> <p><i>The LRPC is the committee to do this task. Suggestions for next year include:</i></p> <ol style="list-style-type: none"> <li><i>1. Review the productivity task force suggestions and prioritize possible outcomes.</i></li> <li><i>2. Evaluate outcomes of new teacher education programs being developed in state colleges to begin to determine the impact on UFCOE programs.</i></li> </ol>