

**FPC Committee End of Year Report  
Long-Range Planning Committee  
2013/2014 Academic year ending May 15, 2014  
Prepared by: Linda Jones, LRPC chair**

A. Dates and times of committee meetings (minutes were created and submitted to the FPC secretary for all meetings).

9/16/13-3-4 p.m.

10/18/13-1-2 p.m.

11/4/13-4-5 p.m.

12/5/13-10-11 a.m.

1/13/14-1-2 p.m.

2/7/14-2-3:30 p.m.

3/20/14-12:30-1:30 p.m.

4/22/14-12-1 p.m.

B. Major accomplishments (\* indicates accomplishments tied to COE Strategic Plan)

\* Work with the Assistant/Associate Dean for Academic Affairs Search Committee co-Chairs (Tom Dana and Thomasenia Adams) on the development and revision of the position description for this new combined position.

\* Work with Dean Good and others on the review of existing University and College policies/guidelines related to faculty search committees and develop recommended changes/additions to COE search committee procedures and constitutional policies related to searches for full-time tenure-track, non-tenure track, and college-wide administrative positions (i.e., School Directors and Associate Deans).

C. Documents prepared by committee (submitted to FPC secretary and discussed at April, 2014 COE faculty meeting): **“College of Education Long-Range Planning Committee Search Committee Guidelines/Policy Recommendations”**

D. Goals and Key Tasks for 2014/2015

Next year, the Dean and the rest of the committee agreed to focus on this component of the Strategic Plan: "Analyze current markets and trends as well as changing demographics to ensure our programs are responsive to and leading critical directions in education."

Two key issues the committee plans to address related to this component are:

1. Development of draft recommendations/guidelines outlining a transparent process for determining how decisions are made regarding which faculty lines to fill in COE each year. (Key issues include determining how faculty can provide input/be involved in that decision-making process; understanding how decisions are made regarding which programs receive new/replacement faculty line allocations,

especially after retirements of existing faculty; and understanding how decisions are made regarding whether to allot tenure-track or non-tenure track/clinical lines).

2. Developing recommendations for addressing the challenges associated with declining "resources" and increased competition for "resources" both within COE/UF as well as externally. Sample challenges include declining enrollments in certain program areas, difficulties providing robust funding opportunities for doctoral students, and competition with other alternative educator preparation/certification programs. (Key issues include determining the types of factors/indicators/metrics used to make resource allocation decisions and understanding how faculty can provide input/be involved in these decision-making processes).

3. In addition, after the final FPC meeting of the academic year, Diana Joyce, our committee's FPC rep provided the following email feedback:  
"We reviewed the draft Search Committee Guidelines Recommendations today in FPC. They noted their appreciation for the efforts that LRPC had contributed in addressing this issue and commented that it is important work. They also perceived the document as well-constructed and very close to a finished product. Thus, they have requested that the LRPC complete the policy draft early next year rather than forwarding it to another committee that would need to start over in informing themselves on the issues. Once the final draft is complete, the FPC will review/vet it for broader faculty input."

Based on this request, creating this draft policy document for review by FPC will most likely be our committee's first priority task for the 2014-2015 academic year.