

College of Education FPC: 2021-2022 FPC Committees' Initiatives

FPC Chair Angela Kohnen

FPC Committee Rep & Committee Chair	President Fuchs, The Decade Ahead June 18, 2020 Notice ¹	FPC Discussions on COE Diversity Policies 4-18-20 ²	Designated Charge <u>and</u> Other Faculty Requests for FPC Committee Consideration	Adopted Goals by Committee,	Outcomes	Accomplished by
Faculty Affairs, FPC Rep: Tara Mathien Chair	Intensify efforts in recruiting, supporting, retaining students, faculty & employees of color, particularly Black students, faculty & staff. To promote transparency & accountability, we will publish by department & college the race, ethnicity & gender trends for faculty, staff & students & report to Board of Trustees	Policy goals mentoring & retention new hires; Policy goals T&P	<p>Standing Charge: concerned with policies related to promotion, tenure, search and screen, load, in-service development, sabbatical leaves, etc.</p> <p>2020-2021 FAC & Other Faculty Carry Forward Recommendations:</p> <ol style="list-style-type: none"> 1. Review College of Education policies to ensure alignment with the new Collective Bargaining Agreement that was finalized in March 2021 2. Committee gathered information on how other R1 institutions account for labor of minoritized faculty in effort calculations. This work will continue into next year. 3. Review constitution for some antiquated language (e.g., 5-year review p. 9; use of term "Secretary" for Chair-elect and some responsibilities such as keeping minutes which is now done by the appointed FPC Graduate Assistant. 4. Review constitution for the voting eligibility narrative in the college's non-tenure track guidelines as it does not align with the university's guidelines on voting eligibility. In particular, see COE Non- Tenure Criteria, Page 4, Sec 8: Faculty voting on promotion of non-tenure track faculty: <ol style="list-style-type: none"> a. Faculty voting on promotion from the rank of Assistant to Associate will be by faculty of superior rank in the unit, i.e., Senior and Master lecturers, Associate and Full Scholars, and Associate and Full Professors. b. Faculty voting on promotion from the rank of Associate to Professor will be by faculty of superior rank in the unit, i.e., Master lecturers, Full Scholars, and Full Professors. 	<ol style="list-style-type: none"> 2. upcoming agenda will continue work from last year that states work being done and how it will be disseminated this year 3. review and update constitution language 4. need to update to voting eligibility by referring to http://aa.ufl.edu/media/aaufledu/tenure-and-promotion/TP-Guidelines-2021-2_final.pdf for all schools and bylaws (6-8) bylaws will be reviewed – merit raises, tenure and promotion (to serve as resource only) and policies – review at an upcoming meeting which ones to engage in? 	1.	

			<p>c. Senior faculty members are defined as any faculty of a higher rank than the candidate.</p> <p>For example, this narrative leads the reader to believe that one with the rank of Full Scholar can vote on someone pursuing the rank of Full Clinical Professor. However, according to the university guidelines, this is not the case. There are other misunderstandings built into the college's narrative as well. Here's what I suggest: To avoid misunderstanding, replace the eligibility voting narrative in the college document with a statement like: "See the university's tenure and promotion guidelines for voting eligibility". This way also if the university makes any changes in the voting eligibility, the COE document is always up-to-date.</p> <p>5. Faculty have evaluation input on School Director performance via an evaluation administered through the Dean's office. Since the implementation of Associate Director positions, this same opportunity to provide feedback on performance has not been available although Associate Directors have considerable influence over vital school operations and sometimes faculty roles, performance, evaluations and load. Consider a faculty feedback mechanism for Associate Directors</p> <p>6. Six versus seven year probationary period for tenure</p> <p>7. Peer evaluations—this is being explored at Senate, may need action on our college level</p>			
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Members:

HDOSE: Latoya Haynes-Thoby (2), Justin Ortagus (2)

SESPECS: Kristi Cheyney-Collante (1), Tara Mathien (2)

STL: Danling Fu (2), Kara Dawson (2)

FPC Representative Responsibilities:

- ▶ *Meet with Angela and Julie during the first week of the semester to discuss possible committee goals, along with carryover from last year*
- ▶ Set the first meeting date. This fall, we will try to convene FPC standing committee work on Mondays between 2-4, if possible. **Please schedule the first meeting before the 9/20/21 Fall Faculty Meeting**
- ▶ Facilitate the election of a committee chair – Kristi
- ▶ Work with the committee chair to set goals for the year – goals identified as:
- ▶ Ensure that committees are working within the FPC constitution and collective bargaining agreements
- ▶ Report on committee work to FPC each month – Tara (Kristi report on 9/20)

- ▶ Meeting schedule – 1x month Mondays 3:45-4:45
- ▶ Work with the chair, ensure that committee minutes are uploaded to the google folder for posting to the website each month: https://drive.google.com/drive/folders/1du0p01S_BhrcTd-MRgaBfXBdDcF8-CTI?usp=sharing
- ▶ Ensure the chair submits the final committee report in April

<https://education.ufl.edu/committees/faculty-affairs/>