

**College of Education
Faculty Policy Council Meeting
February 20, 2023; 2:00pm-4:00pm
Rosenberg Room (2021 Norman)**

Chair: Julie Brown

Chair Elect: Ashley MacSuga-Gage

Dean's Office: Erica McCray, Glenn Good, Thomasenia Adams

HDOSE: Chriss Redding, Cathy Atria, Ben Skinner, Anne Seraphine, Wei Li

SESPECS: James McLeskey, Valentina Contesse

STL: Hyunyi Jung, Magdi Castañeda, Mark Pacheco, Anthony Botelho

Approval of the Agenda

Meeting called to order at 2:02 pm. Motion to approve by Anne Seraphine at 2:03 pm. Cathy Atria seconded with consensus of the group at 2:03 pm.

Approval of Last Meeting's Minutes (January 23, 2023)

- Motion by Cathy Atria to approve meeting minutes, as amended by the suggestion provided by James McLeskey. Seconded by Mark Pacheco and approved by consensus of group. Minutes stand approved with correction at 2:06 pm.

Announcements/Reminders

- Upcoming FPC Meeting Dates for 2023: March 20, April 10 (Spring faculty meeting, Norman Conference Center)
- All FPC committee representatives are reminded to upload their committee meeting minutes to the shared Google Drive folder so Hada Herring can make them available on the website

Deans' Reports

- Associate Dean Thomasenia Adams
 - Research funding productivity for month of January includes seven awards funded at over 19 million dollars; a total of 10 proposals were submitted during this month
 - For this fiscal year – 49 funded awards at 61 million dollars; a total of 100 proposals submitted this fiscal year
 - OER had a joint meeting with counterparts in the College of Engineering today – 35 colleagues - we are well-positioned to pursue high impact, upper-scale center type awards
 - Initial meeting to discuss possibility of these things via collaboration with other units
 - Fortunate to have many other resources for faculty – please look at your email inbox for announcements for the B.O. Smith Professor, Fien Endowed Professor, Excellence Award for Assistant Professors

- Designed to provide incentives to our colleagues; access to other resources to further your research agendas
 - Another award that comes out of COE through relation with foundation – Dennison Teaching Award. This is for PKY faculty only.
 - Another OER goal – seminar series – includes the one that occurred this morning with the College of Engineering – April 14th is our next meeting to address everything pre- and post-award – please come to the meeting with any questions you have, and please encourage new colleagues to come.
 - Emphasize that OER – resources through external funding allow us to provide the resource and support that we do – please reach out if you need support
 - Our resources stand out compared to other colleges – let’s be proud of ourselves as a college!
- Associate Dean Erica McCray
 - Biweekly update related to faculty and staff affairs
 - Searches continuing (thanks for service from search committees)
 - Request for information on faculty, collaboration, and research in the community – way to inventory external engagement – had a meeting last week with leadership from Alachua schools – need to have a clear sense of what that looks like across faculty and schools.
 - Please complete the survey to help us with this.
- Associate Dean Tina Smith-Bonahue (absent – update was read by Chair Elect Ashley MacSuga-Gage)
 - The Scholarship Committee is hard at work reviewing applications. In addition to rating the applications and assisting with selection of the award recipients, we’ll ask our committee to assist us as EduGator Central and Advancement as we consider re-prioritizing some of our student support from retention to recruitment.
 - And, speaking of recruitment, it’s doctoral recruiting season. Again this year, we’ve had very healthy numbers of applications. At the March meeting, I’ll be able to share more information about numbers of applications across most of our graduate programs. Graduate Coordinators were given details about their schools’ awards, and nominations are coming in.
 - Everyone with Graduate Faculty Status should have received notification from the Graduate School about the change to the Graduate School’s policy regarding faculty remaining on committees following retirement. Stricter interpretation of retirement rules have led the Graduate School, in consultation with general counsel, to implement a policy that, effective immediately, no one can participate on students’ committees, in any way, for the first 6 months after retirement. In month 7, the Graduate School will consider requests for Grad Faculty Status on a case by case basis. The policy is intended to protect retiring faculty. Everyone recognizes the potential impact on students who are planning to graduate in the near future. Graduate coordinators and school directors are aware of the issues, and working with faculty to plan for students.

- Just a reminder that our written CAEP report is due in April, and that reports for SACS are due soon as well. Thank you to everyone who is participating in this important work.
- On February 10, in collaboration with the State Department of Education, we hosted a statewide meeting to begin a conversation about Registered Teaching Apprenticeships. The meeting was well-received, and thanks to ETC and EduGator Central faculty and staff, we were able to include stakeholders across the state, and videotape the presentations. The videotape will be posted on the EduGator Central page soon for anyone who would like more information.
- Save-The-Date: The College of Education Research Symposium will be on Tuesday, April 4 from 2-6 pm. As you probably recall, this is the opportunity for our students to share their research with faculty and peers. We intentionally scheduled the event just before AERA to allow our students who are presenting at the conference the opportunity to practice and get feedback. Thank you, and as always, please let me know if you have questions, concerns, or suggestions.
- Senior Associate Dean Tom Dana (absent – update was read by Chair Elect Ashley MacSuga-Gage)
 - Two big tasks coming up for the rest of the spring include (1) responding to recommendations of a recent audit of college business processes which covers fiscal, IT security measures, and data storage and recovery. (2) Redeveloping and educating everyone about Emergency Plans. We will be working with campus teams from other colleges and UF Emergency Management to standardize several sections of the plan and educate the COE community.
- Dean Glenn Good
 - New president – COE is among the first to be contacted by our new president – wants to meet with Dean Good – diving in deeply to all parts of the university
 - New provost coming in – may need to bring provost up to speed with how COE supports UF mission
 - New budget – trustees and CFOs office - 8.5% increase in overhead assessment – more favorable than the original 10% - revised, and now it is 11.5% - may change if legislature awards the university more funds
 - When colleges were surveyed back when the 8.5% was proposed - colleges landed in three buckets – one bucket said they could do 8.5% - another bucket (including COE) proposed gathering together all reserve funding to do a one time 8.5% overhead – the last bucket said that they are unable to do that increase
 - COE trying to calculate what this looks like at 11.5%
 - Hector – new Director of Finance – doing a great job on this
 - University says that the cost of administration is climbing, including utility fees – this is the reasoning behind this increase.
 - Fundraising – doing really well with campaign – millions of dollars
 - James Patterson – 12 million in literacy support scholarships (author)
 - Dollywood Foundation – COE pitching for more literacy support
 - State is going to raise graduate tuitions – trying to not do it dramatically, but allow it to rise steadily over the next years

Discussion and Action Items

- Standing Committee Updates
 - Budgetary Affairs – James McLeskey
 - At our meeting on 2/17 BAC members discussed the current status of the College budget – everything is being spent on time and running very well.
 - HDOSE has approved a policy allowing an addendum that faculty may include with merit reviews. This policy is now consistent across all schools.
 - The next meeting of BAC will be on April 28 at 3:30pm – hopefully the budget information for next year will be finalized by that time.
 - College Curriculum – Ashley MacSuga-Gage
 - Met this past month
 - Reminder that if you have thoughts on classes being proposed, etc. – go to your committee representative or go to the committee meeting to bring up any questions you may have
 - Encourage our committee representatives to go to their larger schools to connect people with what is going on in this space and to raise any questions
 - Trying to be as efficient as possible with the process
 - Diversity & Inclusion – Anne Seraphine
 - No updates
 - Faculty Affairs – Hyunyi Jung
 - Discussed items related to the PD leave and sabbatical committee – listed as discussion items for this meeting
 - Lectures, Seminars & Awards – Valentina Contesse
 - Aware of deadlines for awards previously mentioned
 - Reviewing applications – will share spreadsheet on how this process is being done
 - Long Range Planning – Chris Redding
 - Starting annual process of dean's evaluation – just Dean Good – Chris is working with LRP on that
 - Research Advisory – Mark Pacheco
 - No updates
 - Technology & Distance Ed – Magdi Castañeda
 - Met on February 2nd
 - Switch of chair
 - Continued with conversation on expanding pool – 2 day symposium (in-person) – need to figure out which reading day – either April 27 or April 28 (will set this date at their next meeting) – participants will be those who are the contact person/lead in recruitment for admissions for graduate programs – will have speakers from marketing team and GatorCentral to give ideas/strategies on how to expand pool of applicants and admits (for online graduate program, specifically)
- Faculty Senate Update: Julie Brown
 - Two emails:
 - One came over on Saturday from faculty chair Amanda – provided brief summary of faculty senate meeting
 - Main things relevant to us – council going to FIU to meet with board of governors

- President talked about a three-phase roll-out
 - Will meet with heads for different colleges to then lay out an agenda for upcoming academic year based on this listening tour
 - Child, family member, wants to get into UF – results will be known this Friday!
- Shared Governance ad hoc Committee Update: Ashley MacSuga-Gage
 - Listening sessions confirmed
 - Ours is for Feb 27 – 12-1 via zoom – everyone should have had an email about this
 - Survey is out
- FAC recommendation on Sabbatical and Professional Development Leave Committee policy
 - Continue discussion on this
 - Today – Revised set of recommendations that came from faculty affairs – goal is to discuss this and have it as an action item to either support as is (revised wording) OR to further amend the proposed policy language
 - Call attention to:
 - Originally proposed - 6 person committee that will consist of 3 full-time tenure, and 3 full-time non-tenure
 - Merge into one committee (this remains the same)
 - What has changed – now is a 7-person committee, which will include one PKY faculty member
 - Mark – suggestion that it should be written as tenure-track
 - Dean Thomasenia Adams is asking to double-check this with CBA
 - Dean Thomasenia Adams – each college gets to choose the tenure track – we have a six year clock – it is possible that an assistant professor can get sabbatical (but may not apply to our college) – need to clarify what this looks like for COE, to see if we can include assistant professor or not
 - Ben thinks to possibly strike out assistant professor for it to be aligned with the CBA
 - Dean Erica McCray – does it need to list out all of those titles as examples of what a full-time tenure and non-tenure is? Cathy responded that this was brought up at the last FPC last meeting, which is why it was included in the revision
 - Additional changes include:
 - The selection for the six COE members is specified in the revision
 - New wording – PKY will select member, and details specified
 - Process of selecting committee chair – changes include:
 - Updated recommendations include the addition of the PKY faculty members and that the committee chair will share the committees’ vote for and discussion of each application with the dean
 - Staggered rotation also added
 - Between 1 to three years for the first three years
 - This will be done via a random drawing
 - Once the three years of service are reached, each committee member will serve for three years
 - Language of revised policy will be amended and approved for election process
 - Includes removal of assistant professor with no other

- Motion to amend by James McLeskey at 2:58 pm. Ben Skinner seconded with consensus of the group by 2:58 pm.
 - Will revise and publish on website; effectively immediately
- Potential COE-wide policy regarding joint appointments
 - Carry-on of proposed COE-wide policy regarding joint appointments that was brought up at the last meeting
 - Discussion item – to either support as is or further amend the proposed language
 - Faculty affairs got info from the only joint person at COE – based on his recommendation:
 - Home specified in MOU or contractual agreement depending on when the appointment is made. A MOU is used for appointments after initial hiring while a contractual agreement is used for initial hiring.
 - The MOU/contract should have information on how salary is allocated and reflect percent of appointment in each unit. Should also detail how tenure and/or promotion will be evaluated.
 - Motion on the floor to approve wording to send to faculty to get inputs:
 - Ben Skinner asking why it says the word school – originated in STL, then moved to college level – suggestion to change the term to college
 - Anthony Botelho wants to know what an academic unit is? Dean Erica McCray said that we do have personnel that are split between PKY and COE
 - She is going to find out more about this
 - Could specify “between college of education and another academic unit” (academic unit used to be more inclusive)
 - Motion to add this verbiage and share with faculty by Anne Seraphine at 3:13 pm. Anthony Botelho seconded with consensus of the group at 3:14 pm.

Adjournment

Motion adjourned: Anne Seraphine at 3:15 pm, Valentina Contesse seconded with no objections.