

College of Education
Spring Faculty Meeting/Faculty Policy Council Meeting
April 10, 2023; 2:00pm-4:00pm
Norman Conference Center

Spring Faculty Meeting

Guest Speaker: Hector Silva, Director of Finance, College of Education: “The Impact of UF’s New Budget Model on the College for the Coming Year”

Current methodology:

- Isolates the general admin and shifts the general admin assessment to an all-funds expenditure base w/ a two-year (UF fiscal year) lookback
- Facilities assessment continues – now based on cost pools with weighing by room-type
- Isolates the IT and shifts the IT assessment to a proportion of the IT cost pool based on the average eligible headcount for the three fall terms
- Adds a proportional student admin assessment that looks at the student admin cost pool and the average enrollment headcount for the last three fall terms
- The university provides a co-investment subsidy/credit to the overall assessment that is subject to change
 - o This subsidy varies by college although every college for FY2024 was kept at a 14% overall increase in assessment

All funds expenditures for FY2022 (two-year lookback):

- \$79.3 million
- All-funds assessment rate is applied at 6.341%
- All funds assessment is \$5 million
- Facilities assessment based on weighted square footage (lab \$55.99/sf, classroom \$30.54/sf, office \$25.45/sf, and other \$20.36/sf = \$2.6 million)
- UFIT assessment eligible headcount 499 (does not include students)
- UFIT assessment rate per head count is \$4,006
 - o Total UF IT assessment: \$2 million
- Student admin assessment enrollment base – \$1,735
 - o \$244 per student admin assessment rate per enrollment
 - Total student admin assessment: \$0.40 million
- Subtotal UF CORE assessment is \$10 million
- Co-investment subsidy work \$5.1 million credit
- Net UF CORE assessment \$4.9 million (14% of what we pay in FY2023)

- Let’s compare the two methodologies by line item:
 - o IT and General Admin: prior methodology for FY2023: \$2.80
 - Current for FY2024: \$7 million
 - o Facilities
 - Prior: \$1.5 million

- Current: \$2.60 million
 - Student Amin
 - Prior: \$0
 - Current: \$0.40 million
 - Co-Investment Subsidy (biggest variable)
 - How is this determined?
 - Not disclosed, but COE will likely continue to receive this
 - UF wants to move away from exemptions
 - Prior: \$0
 - Current: \$5.10 million
 - Net UF CORE Assessment:
 - Prior: \$4.3 million
 - Current: \$4.9 million
- Methodology is likely going to go beyond FY2024
 - Do we need to take account of this with our grants?
 - These institutional level assessments cannot be charged to grants
 - Important to understand these level of assessments though
 - Why is this happening to COE? Is this happening in all colleges?
 - This is to increase transparency, empower schools to know full cost of operations
 - Also, way to understand and distribute costs accordingly with each college
 - Every college is receiving this – there are no exempt college
 - Scenario where a faculty member may teach an off book course in a program in a different college – process of MOU to paid stipend not salary
 - Extra comp not being based-salary – analysis that looks at this – if college wants to strike MOU with other college – revenue flows to COE and we will pay – need to follow HR 600 protocol
 - What if you don't want payment, but get discretionary funds – trickier – cost should be tied to delivering that program off book – from COE perspective, the MOU would need to be struck with the other college

Guest Speaker: Ian Siljestrom, Safe Schools Director, Equality Florida: “K-12 Education and LGBTQ Issues”

- This moment:
 - Work explicitly with senior level district leadership – counselors, principles, admin, etc.
 - It is important that we work with our school districts to safeguard the ability to reaffirm students' identities, support youth and their families, and advocate for equitable access to safe and affirming school environment
- HB 1223/SB 1320:
 - Expands the ban on instruction about sexual orientation and gender identity to 8th grade
 - It also expands book bans by allowing anyone in the county who objects to school materials on certain grounds to remove those materials from all children until the complaint is resolved

- It also impacts pronouns and title usage
- It shall be the policy of every public K-12 educational institution that is provided or authorized by the constitution and laws of FL that a person's sex is an immutable biological trait and that it is false to ascribe to a person a pronoun that does not correspond to such person's sex
- An employee, contractor, or student of a public K-12 educational institution may not be required, as a condition of employment or enrollment or participation in any program, to refer to another person using that person's preferred personal title or pronouns if such personal title or pronouns do not correspond to that person's sex.
- New counselor standards
 - Significantly limited scope of counselor standards
 - No reference to ASCA standards and professional competencies
 - Does not define school counselors as school-based mental health service providers which contradicts state statues (Mental Health Allocation and Youth Suicide Awareness and Prevention statues)
- The Response:
 - Buy-in from partner associations (e.g., FL Psychological Association, FL PTA)
 - Putting out interpretations of what this all means
 - Examples of guidance around instruction
 - Litigation – these actions are not classroom instructions on sexual orientation or gender identity, even if they involved parties who mention a sexual orientation or gender identity.
 - Parents can authentically represent them
 - Students can mention their parents;
 - Teachers can talk about their partners
 - Teachers can talk about bullies
 - Rainbow flags can remain in the classroom
 - Trauma Informed Care for LGBTQ+ Youth training
 - Finalized, easily accessible, FDOE involvement, and in-use (Devon, Leon, and Lee)
 - Finalized, FDOE involvement, waiting for next steps (Alachua, Palm Beach)
 - Developing guidelines, waiting for next steps (Broward, Dade, Hillsborough, Pinellas)
 - Next steps are in development (Sarasota, Monroe, Orange, Seminole, Osceola, St. Lucie, Volusia)
 - Examples of school district guidance around confidentiality
 - If I hear that someone is gay (e.g., a student) or perceive that someone is gay – simple knowledge without related concerns of health, safety, or well-being, would not be considered a change in services or monitoring.
 - What Next?
 - What opportunities, classes, or programs exist to ensure teachers, counselors, administrations, etc. are trained or taught on how to operate in their schools or classrooms?

- Are LGBTQ+ teachers, counselors, administrations, etc. well-informed about the school districts where they may be seeking employment?
 - FEA have great guidelines that can help answer people's questions

Deans' Reports

- Associate Dean Thomasenia Adams
 - Where we are now
 - Month of March - Five funded projects at \$865,000
 - 61 funded projects for this fiscal year
 - Total over \$68 million
 - Submitted 131 proposals
 - OER unit serving the faculty, including PKY
 - This year we have many internal awards – limited term professorships included
 - Hosting an all things pre- and post-award processes on April 17th at 11am in the Rosenberg Room
 - ORCIDs – university requiring all eligible PIs to be registered on this platform – all in one place to find projects
 - Purchased Dimensions and Altimetric – these platforms are for us to be able to put all of our research productivities in one place
 - Tenure promotion – 18 candidates for tenure and/or promotion
 - When our colleagues are developing their portfolios – not a “data dump” – what is most important is that the candidate is able to articulate the candidates distinct work – that is, what is important about that data – what value can be ascribed to any of that data – how has that data impacted/enhanced the field
 - Will be sharing more about this soon
- Associate Dean Erica McCray
 - Highlights
 - Number of searches going on – 16 – 10 clinical – completed two so far
 - How can you help with searches through personal contacts, people you know in your network?
 - New faculty – this year we had a new faculty orientation, had meetings with new faculty – will continue this next year
 - Dean worked with Ellen Young and Hector Silva to review marketing requests
 - Desire to retain amazing faculty that we have
 - Related to staff: had an all staff meeting in January
 - Received feedback on their experiences and why they stay, and what we can do to ensure that they stay
 - May 12th – staff appreciation luncheon
 - Staff member of the year will be announced
 - 9 nominations received
 - Title change for Dean Erica
 - Received a public record request (John Hinz)– please let Deans know if you receive any public record requests
 - If you receive request for comments – please let Deans know, as well as ETC
 - You do not have to respond

- Home scholars – have advisor group – support scholars to go to meeting in Indianapolis – research and dissertation retreat in FAU
- International – if you are inviting/going to another country that is related to work – please let Deans know well in advance
 - A number of international entities are on a “watch list” to make sure you have proper guidance/know all the steps
 - USF Quito visitor
 - Biweekly newsletter – pull relevant information – includes a suggestion box
- Collective bargaining agreement – make sure that school bylaws and procedures are aligned with most recent iterations
- Associate Dean Tina Smith-Bonahue
 - Admission and recruitment – rolling along nicely – on track to maintain enrollment in all areas
 - New recruitment strategy – Scott Davis – new recruiter – goal to increase our yield – when we admit students, they don’t all choose to come here
 - Recruitment of PhD students – feel that we have more people turned down offers of fellowship – going to try to contact these individuals as to why they choose to go somewhere other than UF
 - Undergraduate curriculum – draft legislation that will be acted on – waiting to see what comes
 - General trend is to regularize the state colleges and university in respect to degree requirements, pre-requisites, and admission requirements
 - Graduate studies
 - When people separate from university (e.g., retiring) – not automatic to be reinstated
 - Graduate coordinators work with programs, like students programs of study, are actually the program of studies that people are following
 - Discrepancies can be flagged
 - Instruction:
 - New fiscal year model will give us new opportunities to instruct our students
 - Student affairs
 - Strengthening relationships with career center
 - Sara Blackman – liaison – available to help with anything related to preparing students for the real world
 - College research colloquium
 - 40 students presented
 - Great faculty support – thanks to everyone who served as judges, participated, and mentored students!
 - College recognition event is on May 6th at 7pm
 - Need marshals
 - Students who need resources beyond academics
 - Stay tuned
 - Student life offices are sending Tina materials to disseminate (flow chart on who to call)
 - UPD if immediate crisis
 - Call EducatorCentral for help from 8-5
 - Teaching apprenticeship

- Happening, and should know more about this by the end of this week
 - Convening a task force – pull stakeholders together across state – to see pre-baccalaureate apprenticeships (associates)
 - Tina stepping down over the summer – tremendous privilege to serve in this role
- Senior Associate Dean Tom Dana
 - No update
- Dean Glenn Good
 - State Politics
 - UF leadership & COE
 - Implications of new budget model
 - Hector doing a great job with trying to keep our cost as low as possible, and making sure we are aligned with the new model
 - Why is COE's future so bright?
 - New leader
 - Thrilled about what COE is doing
 - COE on the provost search
 - Lots of interest and support of the work that we are doing
 - Also has interest in PKY
 - FL Department of Education and COE having a good partnership
 - Rankings are excellent, and getting better every year for COE
 - #1 and #2 in online space for the past few years
 - Excellent external funding records
 - Launching new centers – consultation with OER expressing needs of PI, so we can do more (project support – moving from individual investigator to a team)– Ed Policy, IALT, etc.
 - Advancement – about to announce two more endowed term professorships.
 - Space – Norman field will be an academic building – working on this being another education building

Final Committee Reports

- Budgetary Affairs – James McLeskey
 - Presented by Julie Brown
 - Four goals all around the budget
 - Consistently received updates on budgets
 - Had final approved budget model in late March to discuss implications
 - BAC – continue to have in-depth discussion about new budget model and how it will affect COE – How can BAC and faculty provide inputs for budget cuts
- College Curriculum – Ashley MacSuga-Gage
 - Meeting will be held on April 24th – on zoom
 - Agenda and connection information will be sent soon
 - Remind everyone to review courses on the agenda
 - Next fall will be the next meeting for FPC
 - If you have questions between now and then, please reach out to Ashley, Tina, or new chair-elect
- Diversity & Inclusion – Anne Seraphine
 - No update
- Faculty Affairs – Hyunyi Jung
 - Completed all five items assigned to committee

- Lectures, Seminars & Awards – Valentina Contesse
 - Continuing to work on better standardizing award applications
 - Goal is to continue to make this a smoother process
- Long Range Planning – Chris Redding
 - Thank you all for participating in the survey for Dean Good’s evaluation
 - Julie and Ashley will share the results later this month
- Research Advisory – Mark Pacheco
 - Standardize the review process for various awards (did this through workshops, asynchronous reviews of applications)
 - Attempting to more clearly outline priorities for awards regarding selection criteria
 - Attempting to work on simplifying bureaucratic assess – better align what is required for the grant, and what the award was (needs more progress)
- Technology & Distance Ed – Magdi Castañeda
 - Main goal is to increase applicant pool for online graduate program
 - Major accomplishment was to plan a summit on April 28th at 2-4 pm for any leaders of online graduate programs who would like to attend
 - ETC and EducatorCentral speaking at this summit – to provide resources

End of Spring Faculty Meeting, beginning of official FPC meeting. All are welcome to attend the full meeting.

Chair: Julie Brown

Chair Elect: Ashley MacSuga-Gage

Dean’s Office: Erica McCray, Glenn Good, Thomasenia Adams, Tina Smith-Bonahue

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

SESPECS: Valentina Contesse, Meg Kamman, Linda Lombardino

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

Approval of the Agenda

Meeting called to order at 4:08 pm. Motion to approve by Cathy Atria at 4:08 pm. Valentina Contesse seconded with consensus of the group at 4:09 pm.

Approval of Last Meeting’s Minutes (March 20, 2023)

Motion by Cathy Atria to approve meeting minutes. Seconded by Alisa Hansen and approved by consensus of the group. Minutes stand approved at 4:09 pm.

Discussion and Action Items

- Research requirements ad hoc committee recommendations
- The goal of this discussion item is to either:
 - Support as is the ad hoc committee’s recommendation or further amend the proposed language before going out for college-wide review
- <https://education.ufl.edu/faculty-policy/files/2022/11/REM-Courses-APPROVED.pdf>

Non-REM Courses

COE faculty offering a research methods course can propose the course to be considered by an FPC ad-hoc committee of three representatives (one from each School) in consultation with the Dean for approval and addition to the list of Non-REM methods courses.

- Motion by Valentina Contesse to approve the policy as written. Seconded by Cathy Atria with consensus of group at 4:22 pm. The motion carries which will disband the ad hoc committee.

Induction of new FPC members

Congratulations to our newly elected members of faculty governance!

- FPC Chair-Elect: Ben Skinner
- FPC HDOSE Representatives: Frank Fernandez, Chris Thomas, Cathy Atria
- FPC SESPECS Representatives: Kati Maki, Alisa Hanson
- FPC STL Representatives: Anthony Botelho, Angela Kohnen, Caitie Galligane, Magdi Castañeda
- COE Representative to UF Senate: Chris Anthony, Gayle Evans, Jinnie Shin

Adjournment

Motion adjourned. Cathy Atria at 4:25 pm, Alisa Hanson seconded with no objections.