

**College of Education**  
**Faculty Policy Council Meeting**  
**Agenda, August 29th, 2022; 2:00-4:00pm**  
**2021 Norman (Rosenberg Room)**

Chair: Julie Brown

Chair Elect: Ashley MacSuga-Gage

Dean's Office: Erica McCray, Thomasenia Adams, Tom Dana

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

SESPECS: Alisa Hanson, James McLeskey, Valentina Contesse

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

**Approval of the Agenda**

Motion to approve – James McLeskey 2:07pm. Alisa Hanson seconded motion with consensus of the group to follow at 2:08 pm.

**Approval of Last Meeting's Minutes** (April 18, 2022)

Cathy Atria commented that the list of attendees appeared to be missing from the agenda. At the time, and with the correction of adding the attendees to the agenda, the minutes stand approved at 2:11 pm.

After the meeting, the agenda was reviewed and the attendees were included on the original draft; however, these were listed in another section due to the agenda covering both the spring faculty meeting and FPC meeting minutes.

**Announcements**

- COE Faculty Welcome event September 2, 2022, 4:00p – 6:00p, Cypress & Grove Brewing Co. rsvp: <https://www.eventbrite.com/e/2022-faculty-welcome-tickets-403514561917>
- Congratulations to Dr. Erica McCray in her new role as Associate Dean for Faculty & Staff Affairs; Diversity, Equity, & Inclusion; and Community & International Engagements.
- Congratulations to Dr. Alyson Adams in her new role as Director of the School of Teaching and Learning (STL) and Dr. Nancy Waldron in her role as the new Director of the School of Special Education, School Psychology, and Early Childhood Studies (SESPECS).
- Faculty Kick-Off Meeting on Monday, September 19th, 2:00-4:00pm, guests: Dr. Brian Marchman, Director, PK Yonge DRS; Mr. Will Vargas, Executive Staff, United Faculty of Florida. Norman Conference Center
- Upcoming FPC Meeting Dates for 22-23: September 19 (Fall faculty kickoff, Norman conference center), October 17, and November 21; January 16, February 20, March 20, April 17 (Spring faculty meeting, Norman conference center)
  - All meetings will be in-person
- By the Sept 19 meeting, FPC committee representatives will forward 2-3 committee goals to Julie Brown, along with the name of the elected committee chair
- Question raised if there is a certain number of individuals per committee that need to attend FPC meetings
  - Clarification that a quorum does not need to be met for an FPC meeting to be held. However, committee members should plan to attend all meetings.

## Introduction of Committee Members

### Deans' Reports

- Associate Dean Tom Dana
  - Dean work slightly reorganized.
  - Oversees IT office, ETC, finance and administration, behind-the-scenes operation, and facilities
  - Learning technology - focusing on AI
  - IT update: Department is short-handed. Requests patience from faculty. Presently working to hire personnel.
  - ETC update: Course development, promoting faculty research, academic marketing, supporting student activities, etc. This group is expanding on workload, and they are currently analyzing this year's work to determine staffing needs. One of the challenges is that several staff are external consultants, so they are not always readily available.
  - Business office update: Primary challenge is the new budget model that is based on expenditure of all funds, that then taxes you on that total amount. One way to work with this system, without making too many adjustments in-house, is via adjustments to summer instruction. This would help reduce costs.
  - On leave since January 2022. Thank you for support and if you need anything, please reach out.
  - Elena Anderson is the new assistance for Glenn Good
  - Erica McCray office changed to where Tom Dana's office use to be
  - Jennifer Wrighton and Tom Dana's offices are now under the library (IALT)
- Associate Dean Thomasenia Adams
  - New fiscal year started July 1<sup>st</sup>
  - July:
    - Nine funded projects that equal approximately \$8.6 million dollars
    - 16 proposals, many of which are still pending review
  - One active award at this time, which is the International Educator of the Year Award. This award is distributed to faculty, and everyone is encouraged to apply directly.
  - Later this fall, many awards will be announced. Many of these will be internal
    - If you are eligible, please apply
  - 14 tenure candidates – 4 HDOSE, 2SESPECS, 5 STL, 3 PKY
    - Supporting all faculty through this process
    - The timeline includes asking school directors to get the external evaluation letters in for candidates in September
  - Faculty interested in conducting outside activity (i.e., not part of your UF workload, but utilizing your expertise/ requiring a time commitment) must submit requests to UF
    - If you are unsure if you need to submit a request, then please talk to the school director or Associate Dean Thomasenia Adams to help make that decision.
  - Changes:
    - Post awards moved to OER (who also handles pre awards) to help make work more transparent, cohesive, and fluid. This will help with having a system in place for when you submit proposals.
- Associate Dean Tina Smith-Bonahue

- Some of Associate Dean Tom Dana's roles moved to Associate Dean Tina Smith-Bonahue's role
- Some of the changes include:
  - Elayne Colón is now the senior director, which reflects an expansion in her work in academic affairs at the education center
  - Aaron Ganas is now the student affair lead (advising and admission)
  - Suspect that there will be some glitches with the transition. Asks faculty to be partners and provide feedback with these transitions
  - Eddy left to New Jersey
    - Starting next Tuesday (9/6), Catherine Hudson (coming from outside of UF) will be in this role.
  - On verge of advertising a senior office director to help Catherine, particularly when things are busy
    - Can help with program recruitment and special projects
  - Goodbye to Becca Kidwell – in process of interviewing for this position
  - Presently working at an understaffed capacity
    - Big shout out to Lori Dassa and her leadership
  - UF initiatives:
    - Focused on students' success at the undergraduate level, and being driven by being in the top five.
      - Improve student retention and speed up graduation for undergraduates
        - Opportunities for staff interested in getting involved:
          - UF Online
          - Please spread the word to expand undergraduate teaching and contribute to high quality instruction
      - Working on UF's policy in student organization and what our relationship can look like
        - Stay tuned!
    - New graduate school policy related to students:
      - FPC passed new policy regarding research requirements
      - Huge thank you to REM/HDOSE colleagues who have stepped up to embrace policy
      - Great for doctoral student, but does require some changes
      - Extend graduate student policy on attendance for exams (e.g., defense)
        - This changed during COVID-19. Now we have the option for either in-person or virtual defenses. It is ultimately up to the schools and programs if they want to make the policy more restrictive, as long as it is not more arbitrary.
      - This week is welcome and core value week!
        - Thanks for everyone who has participated
        - Welcome back activities every day this week – encourage everyone to participate
        - Core values have existed since 2015
          - Today's core values include freedom and civility
        - Opportunity for faculty and staff and students to meet up and engage with one another
- Associate Dean Erica McCray

- Welcome 15 new faculty at orientation last Friday!
  - 9 HDOSE, 3 SESPECS, 3 STL
- DEI: There is great information available in the COE DEI inventory. An inventory was conducted, and a diversity liaison will be working on a blueprint
- The COE website provides resources for how to comply with HB7. If you have concerns, please talk with Associate Dean Erica McCray
- Working on an international committee engagement, which will be helpful for knowing who is coming and going

### **Discussion and Action Items**

- Election of the third agenda committee member (to serve alongside Ashley MacSuga-Gage and Julie Brown)
  - Chris Redding nominated – Ashley MacSuga-Gage at 2:44pm, Anne Seraphine seconded motion, and passed.
- Potential College-wide goal: *Agency in K-12 and higher education in the midst of landmark Florida legislation*
  - Julie Brown and Ashley MacSuga-Gage are happy to talk one-on-one via email, virtually, in-person, or on the phone, regarding this topic.
  - The purpose of this goal is to notify FPC members and elicit input to help shape this goal
- Committee Updates
  - FPC representatives will meet, elect a chair, and submit 2-3 committee goals before the 9/19/22 meeting
    - Committee members were sent an email by Julie that includes a Google Drive folder. This is where they should house their meeting minutes for 22-23.
      - Charge and carry forward items will also be on Google Drive
  - Budgetary Affairs – Ashley MacSuga-Gage
    - FPC rep to standing committee needs to be filled.
    - No updates.
  - College Curriculum – Ashley MacSuga-Gage
    - Associate Dean Tina Smith-Bonahue and Chris Cook have set dates for planning meetings, etc., and will send this out via email
    - College curriculum will meet over Zoom as it helps members orient to all of the documents at once during meetings
    - The deck is cleared in curriculum
  - Diversity & Inclusion – Anne Seraphine
    - They have not met yet and doesn't know who the members are.
      - In response, Julie Brown states that she will send the member list to each individual committee lead via email
    - Otherwise, no updates.
  - Faculty Affairs – No FPC rep at this time
    - No updates
    - Katy Chapman not on Faculty Affairs due to class conflict
  - Lectures, Seminars & Awards – Valentina Contesse
    - No updates
  - Long Range Planning – Chris Redding
    - No updates

- Research Advisory – Mark Pacheco
  - No updates
- Technology & Distance Ed – Magdi Castañeda
  - No updates
- Updates from Faculty Senate
  - Faculty Senate Meeting notes were sent out via email on 8/25/2022 at 7pm
    - General kick off of the year
    - President Fuchs talked about UF accomplishments
    - Conversations regarding making things more transparent for the board of trustees
    - Offering live streams or recordings of meetings
    - Information regarding the loss of confidence for UF's honors program, How to promote confidence.
    - Approved meetings
    - Update DEI officer for UF and talked about ongoing contracts and information for proposal for changes to graduate school-work

### **Discussion Item**

- Discussion: Roles of Deans in FPC meetings
  - Several individuals contacted the Chair and Chair-Elect about this
  - This topic was initially brought up at the last FPC meeting
  - According to UF's and Florida's Constitutions, all faculty members are able to engage in policy making, which includes deans.
    - CBA appeared to be more helpful regarding rights listed for faculty
      - Article 9 bylaws section 1 – faculty members of the college, schools, etc. have the right to create bylaws or other written policy
      - Sometimes related to simple majority – majority of all faculty, more so for tenures, etc.
  - Where do deans fit in FPC?
    - History of having deans participate in FPC meetings includes to tie loose ends between offices and make sure that information is going in the right direction. If there are questions, they are getting checked on.
      - Also helps with expediting and streamlining certain things.
    - This format is similar to the governance concept and mirrors faculty senate. Most of those are joint committees and outcomes are usually better, timelier.
      - We would have to create more committees if deans were not present at FPC meetings
    - Question: Will there be interest/opportunities for faculty to have discussions without the deans in the room?
      - The Chair and Chair Elect recognize that we are in a bit of a moment with the current climate and faculty may feel unsure on how to talk about certain things when the deans are present. They want to make sure that they are listening to what the FPC faculty are bringing up, and bring it back to the FPC group for further discussion.

- Since the deans are faculty, we would have to ask them to step out if we do decide on this.
- In the past, discussions without the deans were done, it just can't be official, it would need to be voluntary and a request to the deans.
- Suggestion to move forward with this, but have the time allocation be uniformed for each meeting (e.g., last fifteen minutes of each FPC meeting the deans can step out as a personal courtesy)
- This topic can be further discussed outside of this meeting with the Chair and Chair-Elect (can be contacted via phone)
  - Julie reminded them about phone number
- Tabling this for now

### **Adjournment**

Meeting adjourned: Ashley MacSuga-Gage 3:08pm, Valentina Contesse seconded with no objections.