

**College of Education  
Faculty Policy Council Meeting  
October 17, 2022; 2:00pm-4:00pm  
Rosenberg Room (Old Norman Hall 2021)**

Chair: Julie Brown

Chair Elect: Ashley MacSuga-Gage

Dean's Office: Erica McCray, Tina Smith-Bonahue, Glenn Good, Ana Puig (for Thomasenia Adams)

HDOSE: Chris Redding, Cathy Atria, Ben Skinner

SESPECS: James McLeskey, Valentina Contesse, Meg Kamman

STL: Hyunyi Jung, Catherine Paolucci, Magdi Castañeda, Mark Pacheco

**Approval of the Agenda**

Motion to approve - James McLeskey 2:06pm. Meg Kamman seconded with consensus of the group at 2:06pm.

**Approval of Last Meeting's Minutes** (September 19, 2022)

Motion to approve - Meg Kamman at 2:08 pm. Valentina Contesse seconded motion with consensus of group to follow. Minutes stand approved with no corrections at 2:08 pm.

**Announcements/Reminders**

- Upcoming FPC Meeting Dates for 22-23: November 21, January 16, February 20, March 20, April 10\* (Spring faculty meeting in Norman Conference Center)
  - Original proposed date conflicted with AERA, so the meeting was moved to April 10<sup>th</sup>
- Please vote for the 22-23 Tenure and Promotion Committee composition in Qualtrics.
  - A request to vote will come via email from Dean Tom Dana
  - The deadline to vote is this Friday, and thanks to all who have voted so far
- 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
  - Thank you to all FPC reps who have submitted their standing committee meetings to Google Drive/Email
  - Please work with your committee chair to make sure that it is uploaded and accessible via Google Drive
    - Julie can resend link if needed
- Senate members request feedback from COE faculty on the Three-year Rolling Contract [Resolution](#) for Non-tenure Track faculty prior to the October 20<sup>th</sup> faculty senate meeting.
  - Julie will recheck the link (not working for a few faculty at the moment, but will work on it from our end)
  - Flow chart – proposing to roll it into a 3-year contract (time frame may be shorter if performance not satisfactory)

**Deans' Reports**

- Associate Dean Thomasenia Adams (Dr. Ana Puig attended meeting in her stead)
  - Fiscal year – received 11 awards in September for \$22.9 million, submitted 17 proposals
  - 20 awards for this year; 47 submissions – looks like we will exceed last year’s numbers
  - Active awards due to OER/sabbaticals
    - Nov 10<sup>th</sup>
  - Research Opportunity Fund Applications are due on Nov 14th
  - The OER team – reconstituted – getting to know who the new folks are
  - Events:
    - Secret of writing winning grants panel on Halloween (in this room)
    - All things tenure promotion – Dec 5<sup>th</sup> from 2-2:30 pm (in this room)
    - New admin assistant who will begin October 28<sup>th</sup>
- Senior Associate Dean Tom Dana
  - Not present at the meeting, but relayed that all is good from his front
- Associate Dean Erica McCray
  - Working with the faculty affairs committee, progress to promotion guidance based on what we are hearing from Chris Hass (Provost Office) – need something more explicit – process for opting out is necessary
  - Working with business office being fiscally responsible for finalizing searches
  - DEI – CEO is having an inclusive excellence retreat tomorrow
  - International engagement – small committee international education week in November (presentation from across the school) – great activities – collaborative work with UFIC and Education Library
- Associate Dean Tina Smith-Bonahue
  - EduGator Central – K-3 accreditation
    - Site visit in 2024
    - Self-studies due in spring 2023
    - Hard at work on pulling together the data to share their story on this
    - Thank you to the program coordinator and faculty for responding with information
  - Nov 3<sup>rd</sup>, 3-6 pm, conference center, graduation program recruitment event
    - Came from undergraduates asking what they would do next during advising meetings
    - Great opportunity to invite them and other related disciplines
    - Notification went out to all graduate/program coordinators, and other school/faculty leaders to have a representative at that meeting
      - If you have questions, the please ask her or Scott Davis
  - Related to recruitment, ask if we could provide data on applied, admitted, and enrolled students related to underrepresented groups in our programs – issue an invitation to other committees that are interested in data being pulled that can help with their efforts
  - Scholarship app will open up in November, faculty and programs will encourage students to apply
  - also in process of recruiting members from scholarship committees – broader roles – means to solicit information for program priorities

- shout out to our advisors – recent UF review and satisfaction – advisors had exceptional satisfaction rate
- Dean Glenn Good
  - New president
    - What does this mean for us?
    - Few donors plan to leave their estate to the university, but may leave it now for colleges
  - 4.5 billion dollar campaign for UF
    - Good chunk came in to COE
  - Budget – continue to have uncertainty
    - Okay for this and the following year
    - But after that, it's a mystery because we've never been in this situation before
  - We may have 13.5% tax on everything we spend on
    - 8.5% another possible option
  - Go ahead with hiring – once fiscal situation is clarified, positions on hold will be proceeded with
  - University is launching phase retirement program
    - Drafting language right now
    - The proposal will be out as early as January
    - Current thinking is that university will keep benefits going even if you are at a reduced FTE if you are in the phase of retirement (but need a hard date for retirement)
  - Updates on building where normal fields now stands – academic building on soccer field – building should be for COE – no proposal requests yet
  - VP David Norton repeatedly reports that he and his office are very impressed with COE – outperforming our size – impressing them and performing very well state and nationally compared to other COEs

## **Discussion and Action Items**

- Committee Updates
  - Budgetary Affairs – James McLeskey
    - Elected committee chair - John Kranzler
    - Goals – consultation feedback about budgets
  - College Curriculum – Ashley MacSuga-Gage
    - Updated old and new business
    - Need to add pre-req for a larger number of courses
      - Trying to find a work around to batch these
    - Courses that are associated with UEP will need to be either repurposed or associated with out prereq, if they are going to keep being used in your departments
    - On top of submissions - October 31<sup>st</sup> is deadline for reviews
  - Diversity & Inclusion – Ana Puig
    - Met last week
    - 2012-2013 – committee had conducted a survey on faculty attrition and experience
      - Updating this survey (e.g., including clinical faculty)
      - 1st draft – will be distributing by the end of the month

- Faculty Affairs – Hyunyi Jung
  - Elected committee chair – Kara Dawson
  - Recommendations
    - Work with FPC Tenure and Promotion committee
    - Collecting bargaining agreement
    - Discuss policies regarding the Professional Development Leave Committee
- Lectures, Seminars & Awards – Valentina Contesse
  - Elected committee co-chairs: Shelley & Bojan
  - Two goals:
    - Improve communication and dissemination to lead lecture/seminar in the college
    - Work on a more standard process for reviewing applications for individuals who join LSAC in the future
- Long Range Planning – Chris Redding
  - Met last month
- Research Advisory – Mark Pacheco
  - Elected committee chair: Walter Leite
  - Met once so far
  - Goals include standardizing review process for awards and assist with continuity
  - Simplify bureaucratic award requirements
  - Will meet in the upcoming weeks
- Technology & Distance Ed – Magdi Castañeda
  - Met twice
  - Elected committee chairs: Swapna Kumar (Fall) & Sondra Smite (Spring)
  - Goal is to recruit diverse applicants
    - Meeting with Kevin Coulson and Jason Arnold to get ideas to better market for diverse applicants
    - Request data from Tina's office regarding this topic
    - Spring – have a summit for different program coordinators to join to learn how to recruit and retain diverse applicants
- Update from Faculty Senate: Julie Brown
  - Faculty senate needs feedback on the 3-year rolling contract resolution
- An update to the university's report on Shared Governance Structure is underway through a faculty senate ad hoc committee, on which Ashley is serving. The [previous report](#) was published in 2006. Results will be presented as they are available, with the aim of illuminating best practices across the university's colleges. Ashley will share updates at each FPC meeting.
  - Meet on Mondays (every 2-3 weeks) from 1-2 pm
  - Ad Hoc Committee was put together because other colleges were having the same questions too
    - Group wants to provide/get information related to qualification that would be desired for the new provost, who will likely be appointed soon
      - Consensus was to have this committee make recommendations that come from FPC at large
  - First question:

- What questions would you like to see on a survey that would be sent out by this group to collect info from faculty about qualities/qualifications?
      - May have people rate these qualifications for the survey
      - This would be an anonymous survey
      - Please send email with questions
  - Second question:
    - In terms of priorities, things you would want to know about FPC or shared governance
      - E.g., role of administration in FPC
  - Did share that some colleges do not have an FPC
    - COE is one of two colleges that have regular FPC meeting dates
  - Are the best practices being updated?
    - Not explicitly stated – unsure if an update means rewriting, our putting together resources for faculty entering FPC (what they can or can't do), making things more concrete/clear, evident that there is a heavy reliance for non-tenure faculty to serve in these roles, but this is associated with power dynamics (how is this impacting the FPC process?)
  - Have any of the colleges tried to meet all of the best practices?
    - Ashley will share this question with the team

### Action Items

- Sabbatical and PDL committee for 2022 – 2023 year.
  - Questions:
    - Investigating our college compliance with our previously stated FPC policy document from 2013
      - Does not seem that we are directly following our own policy
      - Immediate requests being made by faculty affairs
        - Faculty affairs has requested to create two separate committees for sabbatical and PDL committees (as stated in 2013 FPC policy document)
      - Longer work during academic year – for faculty affairs to review policy and continuing practice or amend the policy
    - Motion to create two separate committees this year for sabbatical and PDL committees, as stated on the FPC 2013 document– James McLeskey at 2:57pm, Ana Puig seconded motion.
      - Ana - Historically, decrease in non-tenure track line, should be expected that we are going to have more, unsure if we have these numbers, we should probably vote on individuals that do similar work that the rest of us do, thinks this is the original intent
      - Background information – impact and changes would be helpful
      - Kara says that if we move forward with this, they would want each director....
        - Two names of any ranks
        - Two names of tenure track
      - James had served on this before – someone calls you to review these things – internally, it seems to have worked fine – limited number of sabbaticals – unsure if they are separated out by tenure and non-tenure line – never rose to a level where someone who wanted a sabbatical didn't get a spot

- Cliff - Professional development leave (this is for things like teaching improvement, professional development) and sabbatical are different (sabbatical – collective bargaining agreement – research plans)
  - Professional development individuals are saying they don't have enough research time and that's why they don't get it, but that's may be inappropriate because it doesn't fit the term (that would instead be considered sabbatical)
- We want to make sure that our work is constitutional, and currently our work is not consistent with the policy we have had set forth
- This is a reminder that we are just reinstating what has been done in the past, not changing anything yet
  - faculty affairs would like to, if FPC is okay with this...
    - Call to the directors for the two names for two full-time tenure professors, and two full-time, any rank professors to serve
- Motion carries with consensus of group to follow at 3:07pm
- Will forward all this information with Kara and share with faculty affairs

### **Adjournment**

Motion adjourned: Meg Kamman 3:08 pm, Ana Puig seconded with no objections.