

Senate Steering Committee Minutes

April 2, 2020

3:00 p.m.

Via Zoom: <https://ufl.zoom.us/j/653386814>

Present: Angela Lindner, Ray Thomas, Joe Glover, Hannah Norton, Hans van Oostrom, Katie Vogel Anderson, Keith Diem, Laurie Bialosky, Richard Scholtz, Rick Stepp, Rick Yost, Sean Trainor, Sylvain Doré, Suzan Alteri, Taylor Rose, Kent Fuchs, Ana Spiguel, Fred Southwick, and Ashley Ghiaseddin.

Call to Order

Ray G. Thomas, Chair

-The meeting was called to order at 3:00 p.m. by Faculty Senate Chair Ray G. Thomas.

Approve [March 12, 2020 Minutes](#)

Ray G. Thomas, Chair

-The minutes were approved.

Reports

• **Chair's Report**

Ray G. Thomas, Chair

- Security protocols will be followed for the Zoom-based Senate meetings on 4/16 and 5/7, particularly following the Zoom bombing incident at the last Student Government meeting.
- Online voting for University and Faculty Senate committees and councils are still on-track for the first two weeks of May. A list of nominees, the online link to the ballots, and voting instructions will be emailed to Senators by the Faculty Senate Secretary. Thank you to our Senate Nominating Committee and its Chair, Amelia Dempere, for all their work and dedication in keeping this process going during this unusual period.
- The Chair thanked all that participated in the request for comments regarding S/U grading, early withdraws, and other COVID-19 issues. These comments have been very helpful in formulating policy to respond to issues brought about by these extraordinary times. A representative sample that highlights the significant concerns and issues are below:
 - Numerous faculty members expressed concern about the tenure clock and how the emergency has disrupted their research activities. This has been addressed by the Provost granting a one-year extension. Faculty were also concerned about evaluations, promotions, and workloads.
 - The personal cost to faculty to support teaching online with a limited data plan.
 - Faculty expressed concerns for their students that have mainly relied on the UF IT infrastructure while living on campus, and are now faced with inadequate technology back home.
 - With schools and daycare facilities closed, faculty shared the hardships of being the primary caretakers of young children, and they asked for adjusting productivity requirements.
 - Some faculty reported that they did not have the necessary technology at home to support online learning, for example the person that only had a small screen laptop.
 - Messaging and Community Building
 - Role of the Councils and Committees in community building.
 - Hosting senior leadership (Charlie Lane, Sr. VP and COO, Provost Glover, Jodi Gentry VP for Human Relations, and Amy Hass VP and General Counsel) for a discussion of COVID-19 impacts and updates at the April Senate meeting.
 - Considering how rapidly the landscape is changing around this issue, it was agreed that waiting until the regularly scheduled Senate meeting in two weeks may pose too long of a delay in faculty communications, and that the Senate Chair would host a

town hall meeting for all faculty with senior administrative leaders next week. This could be in the form of a webinar to allow a greater number of participants. Faculty could send written questions in advance if more logistically feasible. These senior administrative leaders will also be asked to be available at the next Faculty Senate meeting.

-In dealing with issues brought about by this crisis, it has become clear that the Senate By-Laws and the University Constitution do not adequately address our emergency procedures. The Chair would like each council to suggest how the by-laws and constitution can be strengthened to maintain our system of shared governance during an emergency.

-Following discussion, the Steering Committee agreed that the voting process for the Faculty Senate Chair-elect, normally held by written ballot at the April Faculty Senate meeting, will instead be held via the university's secure online voting platform: voting.aa.ufl.edu. The ballot will open for one week, beginning on the morning of the Senate meeting (i.e. Thursday, April 16 through 5 p.m. on Thursday, April 23) and details will be outlined by the Faculty Senate Secretary in a 4/16 morning email to all Faculty Senators. The Faculty Senate Secretary will forward a time-stamped download of vote results to the Senate Parliamentarian for certification. If the required majority is not reached in the first ballot, the Faculty Senate Secretary will prepare and distribute a run-off ballot of the top two vote-getters which will also be open for one week (i.e. the evening of April 23 through 5 p.m. on Friday, May 1.) All voting information will be shared in the Chair's Report at Senate, along with a reminder for Senators to please look for the detailed 4/16 email and forward any questions they have to the Faculty Senate Office. In addition to the 250 word or less nominee statement, the three candidates each agreed to submit a video in lieu of the five minute or less presentation typically given in the Reitz Chamber on the day of election. These statements and videos were posted and distributed in the April 9th Chair-elect nominee announcement to Senators.

- **President's Report**

Kent Fuchs, President

-President Fuchs thanked the faculty for their work and resolve.

-The UF Chief Financial Officer search is ongoing while the search for the UF's Vice President for Agriculture and Natural Resources has been narrowed to three candidates. UF hopes to extend an employment offer for the latter within the next two weeks or so.

-Revenue streams across the state are considerably weakened due to COVID-19. The slowing and shuttering of much of the hospitality, travel, and other major state industries, is adversely impacting an initially strong budget developed by the Florida House of Representatives and Senate. The university may be able to access assistance at the state or federal level.

-Uncertainty regarding fall class schedules remain. Public schools are not finishing until June and the university is working to accommodate these schedules.

- **Provost's Report**

Joe Glover, Provost

-Due to COVID-19 interruptions in research, teaching, and service, the probationary period for current tenure-accruing and permanent status-accruing faculty have automatically been extended one year; faculty may opt to turn down the extension but most are expected to accept.

-Associate Provosts Angela Lindner and Chris Hass have developed a S/U policy for Spring semester. Students must earn the equivalent of a C grade or better in the course to earn an S. A grade equivalent to a C- or lower will earn a U, which does not earn credit toward the degree. Once a student elects the S-U option, they cannot revert to a letter grade. Evidence thus far reflects that many students are taking advantage of this option.

-A university hiring pause is in effect as well as a pause in capital expenditures and construction. A process has been put into place so that Deans can request an exemption in

the hiring pause where appropriate. Administration will request reviews for expenditures over \$5,000.

-No Summer B plans are finalized but some considerations are to delay it's start by one week, perhaps with a July 6 start date, followed by a normal six week session.

-The Provost answered inquiries about Preview and the Faculty Senate sponsored faculty town hall next week. He will participate in the latter and Preview will be held online this year.

Honorary Degree Candidates

Rick Yost, Chair

Honorary Degrees & Distinguished Awards Comm.

-Honorary degree candidates were presented and approved for presentation at Faculty Senate. A brief overview will also be given regarding (and encouraging) nominee and awardee diversity.

Parental Leave Resolution

Sean Trainor, Chair

Compensation Committee

-The Compensation Committee has been working this academic year to craft a parental leave resolution. It places a critical focus on the physical and mental well-being and health of faculty and children. The resolution calls for 12 weeks of faculty member leave and aims to advance such university goals as attracting and retaining faculty and helping to lead Florida and peer universities.

University Curriculum Committee

Angela Lindner, Associate Provost

for Undergraduate Affairs

- [BS in Tourism, Event and Recreation Management \(TERM\)](#)

-This proposal requests that the BS in Tourism, Event and Recreation Management (TERM) be renamed to the BS in Tourism, Hospitality and Event Management (THEM) to reflect the change in discipline focus and better align the BS program and department names.

-This item was approved.

BOT Regulations

Ana Spiguel, Senior Counsel

-[Regulation 3.0372 concerning Student Health, Athletic and Service and Transportation Access Fees was posted](#) on March 30, 2020. The comment period of 14 days expires before the April 16 Faculty Senate meeting. In the past, the University Constitution & Regulations Committee has not had any concerns about Student Activity Fee regulations. Due to the timing of the regulations posting, an email was sent to Senators by the FS and UCRC Chairs requesting they take the opportunity before the April 14 deadline to review the regulation and share any concerns per the instructions listed in the notice.

-As of today, there may be one other regulation moving forward and it is germane to the Summers A/C/B terms fee structure which seeks to implement a distance learning fee to cover such anticipated costs as Honor Lock (exam) facilitation costs now that all students have moved to online classes. Some fees may be eliminated while others may be added to accommodate the transitioning of the university to all online classes and students being primarily physically located off campus. The University Constitution & Regulations Committee will meet April 15 for lighting of regulations and its chair will be ready for presentation at the April 16 Faculty Senate meeting.

-Please direct specific fee inquiries to Dr. Andy McCollough, Associate Provost for Teaching and Technology.

Council Reports

Welfare Council

Suzan Alteri, Chair

-Council met in March and discussed the Compensation Committee's parental leave and faculty titles resolutions and will continue discussion on the latter with the APC. The council chair shared information regarding the number of Green Dot sessions which have been offered and utilized.

Gatorwell Health Promotion Specialist, Megan Johnson, confirmed she is continuing to offer online training for as long as Green Dot training participants remain off campus because of corona virus restrictions.

Academic Policy Council (APC)

Hans Van Oostrom, Chair

-Council will add a meeting on Monday to the APC calendar to discuss [proposed Spring 2020 Adjustments to Academic Policies and Practices](#) related to the S-U Grading and Drop Policy. At the last meeting, council provided feedback on the [Emergency S/U Policy for Spring 2020 Semester](#) and also approved the [Policy Rider: Adjustments or Modifications to Academic Policies during an Emergency](#) authored by Tim Brophy, Director of Institutional Assessment. Council cut short a [Compensation Committee Proposed Faculty Titles Resolution](#) discussion at the last meeting due to time constraints but looks forward to working with Welfare Council again on this topic, which will be brought forward in the next regular APC meeting being held late this month.

Approve [April 16, 2020 Faculty Senate Agenda](#)

Ray G. Thomas, Chair

-The agenda was approved with the addition of an address of COVID-19 concerns by administration officials.

Adjournment

Ray G. Thomas, Chair

-The meeting adjourned at 3:50 p.m.