

Senate Steering Committee Minutes

November 5, 2020

3:00 p.m.

Via Zoom:

<https://ufl.zoom.us/j/95499577268?pwd=cFNuaEVSRmczVGRoeFpsVzIISlJKUT09>

Present: Sylvain Doré, Antonio Farias, Brook Mercier, Chimay Anumba, David Bloom, Jodi Gentry, Joe Glover, Laurie Bialosky, Juan Nino, Keith Diem, Keith Rambo, Paul Duncan, Ray G. Thomas, Rick Stepp, Sarah Lynne, Sean Trainor, and Taylor Rose.

Call to Order

Sylvain Doré, Chair

- The meeting was called to order at: 3:01 p.m.

Approval of [October 1, 2020](#) Minutes

Sylvain Doré, Chair

- The minutes were approved.

Reports

• **Chair's Report**

Sylvain Doré, Chair

- The Chair encourages faculty colleague and self-nominations for university committees, councils, and boards, and screen-shared the [committee overview table](#). Submit the [nomination form](#) by 1.31.21.
- Thank you to all who joined us and submitted questions in advance for the 'Conversation about the First Amendment: Focus on Freedom of Speech and Freedom of the Press' on October 30th. The webinar recording is posted on the Faculty Senate website and is viewable [here](#). Panel members included: Laura Rosenbury (Dean, College of Law), Ricardo Sandoval-Palos (Ombudsman and Public Editor of PBS), and Clay Calvert (Former College of Journalism & Communications Faculty Senator, Brechner Eminent Scholar of Mass Communication, and Director of the Marion B. Brechner First Amendment Project.)
- A meeting was held with the chairs of all Faculty Senate committees and councils. A second meeting will be held in the spring. The discussion included:
 - the Sunshine Law, University Constitution, Faculty Senate Bylaws, and shared-governance.
 - the use of informal Committee and Council Co-Chairs to stand in absence of the Chair and to help encourage members to run for, and be trained as, the next Chair.
 - improving communication and outreach to Faculty Councils/Assemblies, at Department Faculty Meetings, etc.
 - welcoming agenda recommendations and proposed actions.
 - increasing committee nominations and participation. A Zoom Q&A meeting will be held by the committee chairs to discuss their experience with faculty. The Q&A from this University Committee Information Webinar will be posted on the Faculty Senate website and can be included in future faculty onboarding to help promote faculty participation in shared governance.
 - Balancing student evaluations with a rigorous peer evaluation. The Academic Policy Council and Research & Scholarship Councils are addressing this for planned recommendation/implementation in the next UF P&T cycle. The College of Education and IFAS will share successful models.
 - Increasing faculty mentorship. Dr. Roger Fillingim will be invited to a 30-45min webinar describing the Mentor Academy. (UF is already planning to promote such a model to all Colleges: [https://www.ctsi.ufl.edu/education/medical-fellows/mentor-academy/.](https://www.ctsi.ufl.edu/education/medical-fellows/mentor-academy/))

- How to provide additional teaching/technology training and resources (notably with the HyFlex model)
- Consideration of subjects such as cultural and emotional intelligence, political pressure, First Amendment and Freedom of Expression issues, economic equity, Diversity, Equity, and Inclusion (DEI), anti-racism, etc.
- The Faculty Senate Chair has addressed the following F2F (face-to-face classes), items:
 - Requested KN95 masks at costs. UF GatorPerks offers a discount at Office Depot for PPE, notably KN45.
 - Requested classroom airflow and HEPA filters information, which is being provided by Senior Vice President and Chief Operating Officer, Dr. Charlie Lane.
 - Space issues occurring between the F2F and online sessions, particularly if many students are not returning home.
 - Noted all main UF building entrances should state that masks are to be worn inside and outside.
 - Requested consideration of the use of the Abbott \$5, 15-minute COVID test.
 - ADA Accommodation numbers were released on 10/29, and the Office for Accessibility and Gender Equity has been asked to provide an update to Faculty Senate (Welfare Council).
 - Please encourage students, faculty and staff traveling for Thanksgiving to be tested.
 - Please suggest a speaker for the December Faculty Senate meeting.
 - The Advisory Council of Faculty Senates (ACFS), discussed that the HARVARD COACHE would be available and that all results from the questions would be shared with the Faculty Senates. Additionally, State University System (SUS) Chancellor, Marshall Criser, engaged the ACFS in a lively discussion about the messaging for the F2F for spring semester.
 - The UF student-run Accent Speakers Bureau has been contacted and will consider the Chair's suggestion to host Isabel Wilkerson, author of "Caste: The origins of our discontents" for a Zoom conversation. Please contact the Chair if you can suggest a funding source to help cover the ~\$30,000 speaking fee and increase the chance of her being invited to UF.
 - The 2020 Fall Undergraduate Research Virtual Poster Session, hosted by the Center for Undergraduate Research Board of Students, is hosting a virtual meeting 5-7 p.m. today.
 - Due to time constraints, Past Faculty Senate Chair Ray Thomas will provide a brief report on the UFPD Campus Advisory Committee at the December Steering Committee meeting.

- **Provost's Report**

Joe Glover, Provost

- The search for the Dean of the College of Journalism and Communications has been completed. Hub Brown, Associate Dean and Associate Professor at the Newhouse School of Public Communications at Syracuse University, was named last week to succeed Dean Diane McFarlin, effective July 1st. Dean McFarlin is stepping down from her role at the end of December and Spiro Kioussis, Executive Associate Dean of the University of Florida College of Journalism and Communications, has been appointed Interim Dean effective January 1, 2021.
- The cabinet is preparing for the upcoming Board of Trustees (BOT) meeting in early December. Presentation topics will include academic and strategic communications; an update on the machinery involved in the AI initiative, and the Career Connections Center.
- The Spring schedule is now posted, and students are registering for courses. As many face-to-face courses are being offered now as were last Spring semester. There are many online and hybrid courses due to physical classroom reductions due to social distancing and due to students being quarantined. Efforts to refine testing protocols and to increase student engagement continue.
- The Provost discussed post-Thanksgiving Break plans:
 - Faculty were encouraged to structure fall courses so that students who did not want to return to campus after Thanksgiving break would not have to do so.
 - There is no mandatory testing of students before they go home for Thanksgiving, but UF

- Health proposes a plan to offer testing to any student who would like to do so before Thanksgiving. It is ramping up capacity to 2,000 tests per day. The Provost suggested that UF Health partner with the Student Affairs Office to advertise to families that testing is available.
- Testing requirements for students coming back face-to-face in January is being discussed.
 - There are N95 masks available for faculty. Five N95 masks per faculty member were distributed earlier in the fall. UF will have 68,000 masks in stock. Another order of 50,000 masks has been placed so that 5-6 masks per faculty can be distributed in the spring. Masks currently cost about 68 cents apiece. If needed, faculty and staff should feel free to request a mask from their unit.
 - Following an inquiry regarding the protests about UF's spring opening plans, and concerns of virus exposure to Graduate Assistants, Teaching Assistants, and Research Assistants in the classroom, the Provost noted that it is the university's intention is to safely offer students class choices. The Provost speaks at least three times per week with UF Health and their epidemiology experts who continue to share data and the advisement that, rather than the classrooms, family gatherings and social gatherings (in bars, restaurants, and private dwellings) continue to be the sites of the virus spread.
 - Following an inquiry regarding N95 mask bundling orders for faculty, Provost Glover will follow up with the Dean of the College of Engineering. Researchers' mask requests are being handled by the Office of Research.
 - The distribution of cleaning materials and masks was discussed, and VP Gentry will follow-up.

Furlough Draft Policy

Jodi Gentry, VP of Human Resources

- The current, draft furlough policy, which is posted at: <https://hr.ufl.edu/draft-furlough-policy/>, was reviewed, including the points below. VP Gentry screen-shared the policy, with the language in black font indicating original policy verbiage and those in red font indicating new verbiage.
- UF wants the policy to be flexible but not arbitrary. The policy is designed to allow colleges to implement the policy as best fits their units.
- Changes included: removing the language regarding technology access removal for employees in furlough; clarifying the calendar and fiscal years timelines and the six month furlough window; if an employee's furlough ends early, s/he will receive seven days notice; the 14 days calendar notice was expanded to 30 calendar days; clarifying the allowance of outside activity, employer benefits, and health insurance language; and clarification if a furlough would affect teaching assignments, research, and service.
- This is a policy and not a proposed plan. VP Gentry had also been asked by Faculty Senate and faculty about the policy addressing tenure and visa status, as well as grant exemptions, but these were not included due to the complex and varied nature of these items.
- It was clarified administrators are not exempt from furlough.
- Postdocs were discussed and are complicated because some are grant funded and some are not.
- Graduate Assistants remain exempt from furlough.
- The ADA process was clarified, including that ADA accommodations can be requested at any time, and there is no 'deadline' for submitting such a request.
- Following today's committee discussion, VP Gentry will post the updated policy and will show track changes to clarify which pieces are updates.

Diversity Inclusion at UF

Antonio Farias, Chief Diversity Officer

- CDO Farias referenced <https://antiracism.ufl.edu>, the Faculty Senate-sponsored October 30th '[Conversation about the First Amendment](#)' and discussed the resources and structure used at the university to address [President Fuchs' diversity initiatives memo](#) which was distributed in June. Accomplishments and the process of beginning cultural shifts at UF were discussed.
- The CDO Office is reviewing UF Professor Roger Fillingim's [mentoring model](#) and [SEACChange](#)

[STEMM Equity Achievement (SEA) Change], which is an initiative from the American Association for the Advancement of Science (AAAS). The importance of mentoring junior and associate faculty and staff was discussed. There are currently 540 staff and faculty signed up for three workshop sessions.

- Senior and mid-level university management have discussed how to organize to best move forward with diversity initiatives and still comply with the [September 22nd Executive Order](#). Faculty and deans are encouraged to download and read the order to familiarize themselves. Court challenges and the federal election may affect this order. This order pertains strictly to training and professional development and does not affect classroom freedom of expression or the 1999 Affirmative Action Executive Order.

Successful College Collaborations Series

Chimay Anumba, Dean
College of Design, Construction and Planning (DCP)

- Dean Anumba screen-shared [slides](#) outlining DCP's successful cross-college collaborations.

Onye P. Ozuzu, Dean
College of Arts (COA)

- Chair Doré screen-shared Dean Ozuzu's memo outlining her Faculty Senate presentation as below:

- Newly launched UF Center for Arts, Migration, and Entrepreneurship
 - Mission of the center
 - Maker in Residence
 - Welcomed its first cohort of 35 affiliated faculty members from across campus.
 - Currently sponsoring multiple research and community-responsive programming
 - Future collaborations with IFAS, City of Gainesville, AI initiatives
- Center for Arts in Medicine is leading national conversations about public health and the arts, developing multiple resources in response to COVID-19 and developing an EpiArts Lab that could influence future healthcare policies in the United States.
 - Four underlying goals:
 - Moving the Policy Needle: Building a Strong Evidence Base for Arts in Health.
 - Activating the Arts in Florida and across the U.S.
 - Enhancing Capacity for Community-Based Arts in Health Programming
 - Catalyzing a New Role for the Arts in Everyday Life

Graduate Council

- [Close Occupational Therapy Major for the MHS Degree](#)

Paul Duncan, Sr. Associate Dean
Graduate School

- [Plant Molecular and Cellular Biology](#)

- [Department of Telecommunication Name Change to Media Production, Management, and Technology](#)

- The College of Public Health and Health Profession is requesting the [close of the major in Occupational Therapy Major for the Master of Health Science Degree](#). This was an online, post-professional program. Additionally, UF now offers a Doctor of Occupational Therapy (OTD) doctorate.

- The College of Agriculture and Life Sciences (CALs) is requesting termination of the [Plant Molecular and Cellular Biology](#) program. The Graduate School and Graduate Council agrees with the proposed program termination and no students are currently enrolled in the program.

- The faculty would like to [rename the Department of Telecommunications to Media Production, Management and Technology](#) to more accurately reflect elements of the program and degree.

Council Reports

Welfare Council

Sarah Lynne

- Council is working in collaboration with other councils on peer evaluations and is staying engaged on Baby Gator and childcare developments in conjunction with any upcoming Board of Trustees (BOT) initiatives. Trustee Daniel O’Keefe will meet in November with the Faculty Senate Chair, Director of Baby Gator, and Human Resources to discuss childcare stabilization, expansion, and gold standard care. Baby Gator will resume its 7:30 a.m. - 5:30 p.m. hours in the spring.
- Council will re-visit pre-pandemic fiscal priorities to be thoughtful about the distribution of reduced resources that would benefit faculty welfare.
- Compensation Committee Chair, Sean Trainor, discussed faculty title resolutions with numerous College Faculty Councils and is looking into equity issues; the committee is completing some peer analysis on furloughs and is sharing a great deal of faculty feedback on furloughs with Human Resources.
- A proposed committee name change, from the Compensation Committee, to the Compensation and Equity Committee, is moving forward for consideration by the Committee on Committees and the University Constitution & Regulations Committee.

Research and Scholarship Council

Keith Rambo

- Council is continuing looking at holistic teaching evaluations for women, minorities, and graduate students. It is also reviewing issues related to tenure & promotion; the faculty toolkit; increasing UF VA collaboration; the faculty experience during COVID-19; and the mentoring of faculty within the research enterprise. Council will also explore the use of repositories to increase successful grant submissions and awards and will ask the Office of Institutional Research and Planning, the Office of Research, or the Clinical and Translational Science Institute (CTSI) to address council in December or the spring.
- Tomorrow’s council meeting will focus on a University Libraries Committee proposal being presented by Perry Collins from Smathers Libraries addressing faculty publication rights and options.
- The Faculty Senate Chair is contacting Associate Provost David Reed about how to encourage Fulbright and other grant and award applications and will share this information with council. Advisement about how to begin such applications would be helpful to faculty.

Infrastructure Council

Richard Scholtz

- Graduate student and family housing and the Campus Master Plan was discussed at the last council meeting. The planned demolition of the Maguire and University Village South (UVS) complexes was proposed as part of the Campus Master Plan. More than 300 beds will be lost, and 100 beds will be constructed, making the 200 bed deficit a major concern for the Graduate Student Council, who has contacted Faculty Senate and is engaging with the Infrastructure Council. Deferred maintenance costs and a funding deficient are hampering the ability to repair these aging complexes. It will cost approximately \$33 million to make adequate repairs, making new construction more economically feasible for the university but less feasible for the graduate students. This will be an ongoing discussion. Faculty Senator Frank LoMonte will continue this discussion at the next council meeting and UFIT will present two-factor authentication information and address HyFlex technology in the classrooms.
 - The Steering Committee discussed that Faculty Senate agrees that there needs to be an investment in our graduate students, particularly considering their role in the university’s goal of obtaining \$1 billion in research. Recruiting and retaining the best graduate students is a faculty issue. 1/3 of UF students are graduate students. Chairs are encouraged to continue open discussion and dialogue with the graduate students.
- Issues of graduate student compensation and stipends may sometimes sit outside of Human Resources, in which case Associate Provost Chris Hass is the appropriate contact.

Budget Council

Ashley Ghiaseddin

- Council spent much of its last meeting discussing the subject of furloughs and understanding its main budgetary components.
- The next meetings will focus on divestment and carbon neutral companies, and the spring focus will be on the state of the state and university budgets following the release of the legislature's budget. The budgets for this and the forthcoming fiscal years, as well as the short and long term policies and options continue to be discussed in council. Budget Council will work to understand any needed or possible forthcoming adjustment of resources for any recurring cuts or fiscal challenges.

Approve [November 19, 2020 Faculty Senate Agenda](#) Sylvain Doré, Chair

-The agenda was approved as amended to include the new department name in the listing of the [Department of Telecommunication Name Change](#) agenda item.

Adjournment Sylvain Doré, Chair

-The meeting was adjourned at 5:21 p.m.