

## ACADEMIC POLICY COUNCIL (APC) Minutes

FRIDAY, JANUARY 15, 2021 @ 3:00 p.m.

Via Zoom: <https://ufl.zoom.us/j/98312060634?pwd=b2ZQL2N0bkNnZmxjYndoU04zdHhudz09>

**Present:** Hans van Oostrom, Richard Scholtz, Laurie Bialosky, Elizabeth Wood, Angela Lindner, Eleni Bozia, Jason Byrd, Deborah Mayhew, Andrew Zimmerman, Angela Bacsik, Youssef Haddad, Miklos Bona, Rachel Hartnett, Vincent Vatter, and Chris Hass.

### 1. Call to Order

-The meeting was called to order at 3:00 p.m. by APC Chair Hans van Oostrom.

### 2. Approval of December 7, 2020 Minutes

- The minutes were approved.

### 3. Old Business

#### a. Quest - Andrew Wolpert, Director of UF Quest

- Professor Wolpert provided a brief overview and the development of Quest I & II (which began in 2010) and how it addresses racism, equity, and diversity.
- Quest is required.
- Issues with piloting were provided.
- The Florida Department of Education General Education Core Course options and the What is the Good Life course were discussed. These courses were developed in part to promote the declining enrollment in humanities and promote humanities.
- Such courses sought to focus on critical thinking and address sensitive topics.
- Quest is faculty-developed and is interdisciplinary. Course content cover 'big picture' questions to engage students and extends beyond individual fields of study and knowledge. Quest also asks how students can make the world better and confront essential problems in a positive, forward-thinking way.
- It is a General Education course and may also satisfy major requirements.
- The Quest roll-out timeline and course development elements were reviewed. Faculty are able to frame courses.
- In 2021, 25 percent of the courses qualified as courses which address diversity.
- In expanding courses to address DEI (diversity, equity, inclusion), the focus is to encourage faculty to develop such courses, as opposed to 'from the top down' directives for DEI courses.

#### b. Peer Evaluations

- Following discussion with faculty and some of the Associate Deans, recommendations from colleges and departments who are currently utilizing peer evaluations are being sought and collated. Welfare Council will be included in this effort.
- They will share the rubrics which could be provided to colleges, plus examples of what would be helpful to implement.
- Ideally peer evaluations are conducted a few times before promotion.
- Typically two evaluators are recommended.

- A strong peer evaluation system would extend beyond one classroom observation by a peer and a peer-written letter of recommendation.

**c. Anti-racism Action Plan**

- Eleni Bozia was invited to present on the efforts of the General Education Diversity Taskforce.
- DEI elements continue to be woven into Quest.
- All faculty should be encouraged to include aspects of DEI into courses.
- Contact with UF's [Campus Diversity Liaisons](#) are encouraged.
- Opportunities and trainings have been distributed to departments from the Provost's Office. Responses have been positive and acted upon by the departments and colleges, and university-wide.
- A number of department-level DEI trained committees are active.
- To increase faculty retainment and assist faculty in knowing where to direct someone with questions, an orientation is being organized for next year.
- Dr. Bozia has asked, and is sending reminders to, diversity liaisons to forward her their successful initiatives and actions. All liaisons can then have access to, and can share, these materials and resources.
- She has also requested that the liaisons share best practices and organizing activities, and examine any bylaws possibly in need of revision.
- Chair van Oostrom shared that a diversity 'tip', or a diversity inclusion update, or a brief DEI discussion, is made at the start of every department-level meeting he attends in an effort to simplify and consistently include DEI in organizational conversations.

**d. Faculty Titles**

- Chair van Oostrom has been in contact with Compensation Committee Chair Sean Trainor.
- The CLAS faculty titles survey has been distributed but has not yet been tabulated.
- Concern has been expressed that job titles inconsistent with UF's competitive peer institutions have adversely affected UF faculty recruitment.

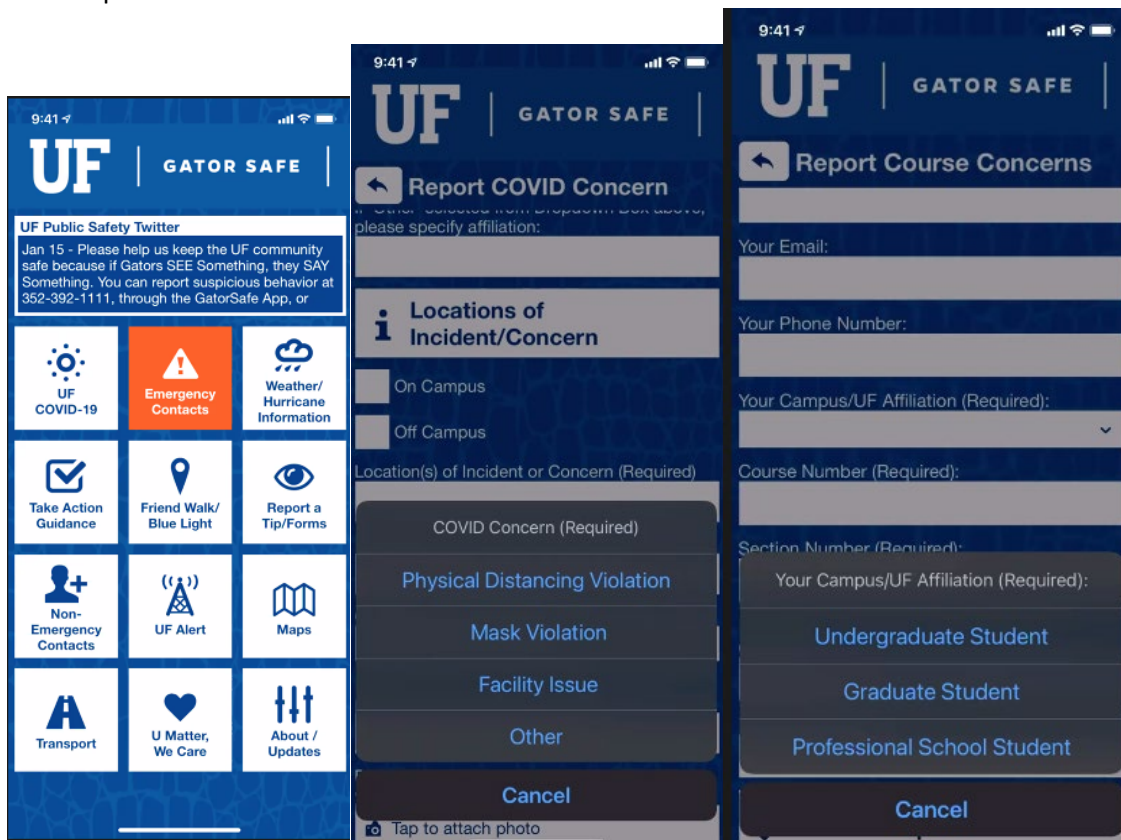
**4. New Business**

**a. COVID-19 Incident report form**

- The Gator Safe app was updated to facilitate the reporting of COVID violations and course concerns. (See the below app screenshots.)
- The app is being used as a mechanism to report a variance between what was advertised and scheduled for classes, and what is actually occurring.
- Disappointment was expressed that faculty were not consulted before this undertaking. The need for continued faculty participation in shared governance was emphasized.
- The app's reporting structure and the violation review processes were discussed.
- Many faculty would prefer that the information garnered from the app be sent directly to the Department Chair, as opposed to the Provost's office.
- It was clarified that the mechanism in place is meant to provide internal routing and

reporting to avoid students feeling the need to file and voice complains to entities outside of UF, such as the to the Governor’s Office, members of the Board of Governors, the State University System (SUS) Chancellor, etc.

- The Gator Safe app was meant to serve as a vehicle for students to easily and quickly report such concerns, on an app with which most were hopefully already familiar.
- Since March, the Gator Safe app has been in place to report students or any UF community member for COVID violations.
- Should information be placed in the syllabus identifying resources which students can use to report course issues or concerns, particularly if some faculty are violating course modality plans?
- Concerns were expressed about the inconsistency of communications between administrators and faculty regarding teaching modalities.
- Clarification was made that the Ombudsman assists with issues which occur on an HR level. A faculty member must honor their teaching assignment and if they do not, it is appropriate to be moved forward to HR and the Ombudsman.
- The Gator Safe app has evolved beyond its initial intent (of relaying or receiving emergency or UFPD related content) so discussion should continue to plan a different approach or app.
- Faculty involvement and consultation regarding the communication of and a formal process of conflict resolution is essential.



## 5. Adjournment

- The meeting adjourned at 4:17 p.m.