

ACADEMIC POLICY COUNCIL (APC) Minutes

MONDAY, NOVEMBER 16, 2020

3:00 p.m.

Via Zoom:

<https://ufl.zoom.us/j/96357790198?pwd=b1gxeE5PcFZXV2ZYajA1MTBY3Nndz09>

Present: Hans van Oostrom, Andrew Zimmerman, Angela Bacsik, Chris Hass, Eleni Bozia, Emma Towler, Youssef Haddad, Angela Lindner, Paul Duncan, Laurie Bialosky, Sylvain Doré and Richard Scholtz.

1. Call to Order

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

2. Approval of October 19, 2020 Minutes

- The minutes were approved.

3. Old Business

a. Quest 2

- Eleni Bozia will serve as a Co-chair on an education task force focused on diversity and issues beyond general education.
- Lawrence Ukeiley, Faculty Senator and Associate Professor in the College of Engineering, will serve as a faculty representative on this task force.
- APC discussions will be incorporated into the work of this task force.

b. Faculty Titles

- The Compensation Committee continues discussion on this subject, which was a focal point in a recent faculty town hall.
- Faculty feedback indicates a general split on preference for the title of 'Instructional' versus 'Teaching' Professors.
- The College of Liberal Arts & Sciences Faculty Council is working on a survey to distribute to faculty.
- Some peer institutions, such as University of North Carolina, present faculty titles without qualifiers on their university website and other externally viewed sources.
- Ensuring college bylaws or constitutions have uniform and equitable faculty rights remains a primary concern of APC and Faculty Senate. The best approach to review existing unit or college level bylaws and practices to ensure faculty rights was discussed. A charge of the University Constitution & Regulations Committee (UCRC) is to review and recommend needed amendments to the Faculty Senate Bylaws and the University Constitution. The UCRC can serve as a resource for colleges and units. Units within the Collective Bargaining Agreement (CBA) must ensure such documents and practices are

not in opposition to that of the CBA.

4. New Business

a. Peer Evaluations

- Some UF colleges utilize a peer evaluation system which is tailored to the specific needs of and organization of individual departments.
- Some peer evaluations within the College of Liberal Arts & Sciences are completed based on faculty members' rank or job titles. While some college peer evaluations are mandatory for tenure track faculty, others below the full Professor rank are given the option to add the evaluations to their packet when applying for P&T.
- The Council Chair can share the template of 'how to do a peer evaluation' model which is used within the College of Engineering.
- Ways to increase evaluation uniformity across campus is sought. Ways to allow data mining to easily populate P&T packets to reduce faculty workload but still allow unit-tailored flexibility should also be considered.
- A link to a conference presentation by UF Psychology Professor Kate Ratliff and colleagues on student evaluation best practices was shared:
<https://vimeo.com/444366963/843894777e>.
- A new course addressing these issues is being offered this summer.
- Council members are encouraged to reference [The Academy Distinguished Teaching Scholar \(ADTS\)](#) and to also review [past Welfare Council minutes](#) which contain a white paper addressing this issue.
- A peer evaluation meeting is being planned by the APC Chair and will include invitations to the College of Education Faculty Council Chair, Diana Beaulieu, and Professor of Special Education, James McLeskey, who are currently gathering information across three schools within their college. Welfare Council Chair, Sarah Lynne, will also be included, and she has recommended that Allen Wysocki, IFAS Associate Dean and Professor be included in this meeting to share their successful evaluation model. Others planning to attend this future informational/planning meeting include: the Research & Scholarship Council Chair, Keith Rambo; the Faculty Senate Chair, Sylvain Doré; the College of Vet Med Faculty Council Chair, Martha Mallicote; and Jennifer K. Smith, Director of the Center for Teaching Excellence.

b. Anti-racism Action Plan

- Campus diversity liaisons are working on diversity and equity in the P&T process. A memo is forthcoming, and APC will review ways to aid in its implementation.
- The University of Florida's Campus Diversity Liaisons are representatives from the leadership teams of each college or business unit who are networked into the Office of the Chief Diversity Officer (CDO). Faculty are encouraged to view the [CDO website](#) for more information on this consortium of university representatives.
- Each Faculty Senate committee should consider its role in the shared governance process.
- Council advocates the elimination of bias in the workplace and aiding the establishment of best practices and guidelines to ensure a diverse faculty. Human

Resources also provides general guidelines for employee recruitment.

- Council briefly discussed literature and findings from Bonnie Moradi, Professor of Psychology & Director, Center for Gender, Sexualities, and Women's Studies Research regarding the level of success achieved by removing candidates' names and/or pictures from resumes and employment application materials. Council is interested in hearing additional information about the possible benefits of such gender-neutral submissions, as well as other general practices or suggestions to encourage diversity.

c. Other

- The December meeting agenda will likely include a discussion of faculty usage of Canvas in the Spring and forthcoming semesters.

5. Adjournment

-The meeting adjourned at 3:54 p.m.