

RESEARCH & SCHOLARSHIP COUNCIL Minutes

Friday, February 5, 2021 @ Noon

Via Zoom:

https://ufl.zoom.us/j/92600795954?pwd=VVhFeHEXZWtRTDNOYVZWB1gvVGZiQT09_C

Present: Keith Rambo, Wayne McCormack, Paul Duncan, Angelos Barmpoutis, Amanda Phalin, Laurie Bialosky, Hannah Norton, Jason Byrd, Jonathan Orsini, Moon Lee and Sylvain Doré.

I. Call to Order

- The meeting was called to order at 12:02 p.m. by Research & Scholarship Council Chair Keith Rambo.

II. Approval of November 6, 2020 Minutes

- The minutes were approved.

III. Council Chair's Report

- Steering met yesterday and Faculty Senate Chair Sylvain Doré relayed:

- Faculty are encouraged to wear n95 masks in the classroom.

- Chair Doré has been appointed to the Committee on Academic, Faculty & Student Success, Public Relations & Strategic Communications, a Board of Trustees committee. He requests faculty feedback, which he can then share with the trustees, on how to improve the faculty experience.

- The UF Health capacity to distribute vaccines is greater than the available vaccine supply.

- The Dean of the Graduate School is leaving this role and the Provost reported that a search committee has commenced for internal faculty candidates.

- Chair Rambo provided an overview of the [presenters](#) who are reporting to Senate at its February 18 meeting.

- Dr. Michael Lauzardo reported the Screen, test and trace program is doing well.

IV. [Mentoring in the Research Enterprise](#) – Wayne McCormack

- Dr. McCormack, who has been heavily involved for many years in graduate education and training, presented resources and information on how to improve mentoring at UF and discussed Science PhD Competency-Based Assessment.

- Following a national discussion, an assessment focused on well-defined competencies, identifiable by both trainees and mentors, was created.

- Points of discussion included:

- The training of biomedical researchers involve competency for learning assessment and is applicable to sciences across the board.

- How do you know when a postdoc is ready for a job or to complete their formal training?

- An [article containing a table outlining ten core competencies for the PhD scientist](#) was shared. This list of ten core competencies and sub-competencies are observable on a daily basis.

- The Dreyfuss model of moving from novel to expert stages of knowledge and experience. Timelines can shift.
- An example within one of the five levels of one milestone (of critical thinking skills) was reviewed. Evaluations should be done independently of one another in spaced periods of time (such as monthly).
- These tools are usable for mentors, self-directed learning, and program directors.
- Utilizing this model as a tool for new trainees and an entire team of pre- and post-docs was discussed, including the timing of conducting competencies such that each one is most helpful in a trainee's career. The tool may be useful for beginning graduate students, post docs, and even for adapting it to work force competency.
- The importance of mentors communicating the level of performance being achieved by postdocs and trainees were discussed. This assessment tool may provide the foundation to open such a conversation and focus on effective and needed skills and behavior.
- This initiative could help reduce Imposter Syndrome, which can be commonly experienced by many students and junior colleagues in STEM fields.
- IDP efforts in guiding peer development was discussed, including its online, self-evaluations in translational work.
- CALS recently created a mentoring academy for graduate students.
- The academic home for the international mentoring association resides at the UF.
- Roger Fillingim and other UF colleagues have active mentoring groups at UF.
- Pilot testing, currently unfunded, could include examining this model at different levels of training; reviewing scenarios from each perspective (of mentor, student, etc.); and conducting role-playing.
- This assessment model is applicable to a wide variety of sciences, including social sciences. Pursuit of and collaboration on an NSF or other grants are sought, so please contact Dr. McCormack if you or a colleague are interested in pursuing this topic.

V. **Administrative Liaison/Contributing Committee Chairs Updates**

Graduate School - Paul Duncan

- Dr. Hank Frierson ends his service as Dean of the Graduate School effective at the end of this May.

University Libraries - Angelos Barmpoutis

- Dialogue continues regarding authors' rights policies. A number of colleges, including Arts, IFAS, CLAS, and Engineering have heard University Libraries presentations addressing this issue. The policies under consideration are weighing if the 'default' option would be an opt out option for faculty.
- The University Library committee is still discussing the policy timing of when to present this item to Faculty Senate for support; may delay until next academic year when it is stable COVID environment.
- Faculty continue to make strong use of the repository.
- Associate Dean of George A. Smathers Libraries & Fackler Director, Health Science Center Libraries Melissa L. Rethlefsen, left UF effective January 1. While Hannah Norton is acting as interim administrator for this position, following recruitment, this position will now be called Associate Dean for Research and Health Science. Melissa previously

presented rigor and reproducibility issues to council and had an interest in this field.
- A new position is opening in language processing and digital sciences through the AI initiative.

VI. Old Business

- Items brainstormed in previous meetings were discussed further:
 - Mentoring within the research enterprise
 - A Strategies for Success course in CALS helps prepare graduate students and postdocs for how tenure and promotion works and raises their confidence.
 - Wholistic T&P evaluations of teaching effectiveness for women and other minorities
 - Council may want to focus on research impacts.
 - Individuals to reach out to include Chris Hass, Kate Ratliff, and John Jordi, who are already working on bias in teaching evaluations (with Amanda Phalin).
 - Concerns were raised about P & T decisions being focused on number of publications more than impact and/or prestige. Council may ask Chris Hass how the Academic Personnel Board handles discipline-specific evaluations of research.
 - **Discovery Suites Update** <https://ir.aa.ufl.edu/data-applications/>
<https://ufl-ext.discovery.academicanalytics.com/dashboard> - Cathy Lebo, Institutional Planning and Research Director
 - **Electronic Notebooks** - [Why the Need for an Electronic Lab Notebook at University of Florida](#)
 - **Team Science** (Collaborative Scholarship)

VII. New Business

Items from the Floor

--Senators Phalin, Byrd, and Lee are working on peer evaluations and will relay any fact-findings to council.

-- Chief Compliance, Ethics, & Privacy Officer Terra DuBois was contacted about Electronic Lab Notebooks (ELN's). Chair Rambo and Faculty Senate Chair Sylvain Doré were referred to meet with UFIT Associate Director of Business Relations Alicia Turner. ELN funding options continue to be explored; COVID may increase this challenge. Council discussed if a product(s) with ELN capabilities could be identified and presented to the Office of Research for feedback and funding suggestions.

- New technologies in software were discussed and are vetted through UF at: <https://irm.ufl.edu/>. Chair Doré noted that the ELN product seems well vetted which could help expedite implementation by UFIT. Given that this product would help

student collaboration, he also encouraged exploration of utilization of the CARES Act for partial or full funding of the \$144,000 per year cost of the ELN. The CARES Act is meant to help students during the COVID period.

- ELN data would be stored in the cloud and would assist with data retention and compliance challenges. Researchers are being encouraged to use archival systems and products and it was noted that many institutions, such as Moffit, have recently been sued for non-compliance.

- The link to the 'Rigorous Reproducible Responsible Research Integrity at UF (R4I@UF)' website was shared: <https://research.ufl.edu/rcr/>. The website offers multiple resources to help embed rigor in both the UF curriculum and culture.

-- Dr. McCormack chairs a team science educational training which examines literature of team sciences and examines how to successfully cross-collaborate. He also worked on a pilot course last fall. The course focused on practical and experiential learning, and the development of additional training and skills. Research as a team sport, available team sites, and international networks on team sites, were discussed.

- Council previously assisted with the development of a team science criteria in UF's P&T process. The Faculty Senate Chair recently met with several administrators to discuss how to best recognize team science efforts and ways to help increase faculty knowledge to ensure that all faculty are adequately identifying and incorporating these elements in their P&T submission packets. Faculty P&T evaluators also need to know how to recognize team science in the P&T process.

-- Council is interested in helping faculty with expanding learning and teaching skills in a research and lab setting with a focus on maximizing teamwork and race and gender equity.

- Competence models which would address cultural differences in common practices could be examined.

- Many universities now request that program applicants submit a written diversity statement. Council is interested in exploring the feasibility of adding a new section in the promotion and tenure process which would ask faculty to specifically identify how s/he has contributed to promoting diversity at UF. There is a need to increase faculty recognition of this service for faculty advancement and credit.

VIII. Adjournment

- The meeting adjourned at 1:04 p.m.