

## RESEARCH & SCHOLARSHIP COUNCIL MINUTES

Friday, September 4, 2020

Noon

Via Zoom: <https://ufl.zoom.us/j/98365141510?pwd=TFIFeFRRbUVieUR1a1ViZ3lyb0JSQT09>

**Present:** Keith Rambo, Paul Duncan, Stephanie Gray, Sylvain Doré, Amanda Phalin, Michael Mahoney, Hannah Norton, Laurie Bialosky, Angelos Barmpoutis, Moon J. Lee, Jonathan Orsini and Ralf Remshardt.

### I. Introductions

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

### II. Approval of May 12, 2020 Minutes

-The minutes were approved.

### III. Council Chair's Report / Faculty Senate Steering Committee Update

-The Council Chair shared discussions from the Faculty Senate Steering Committee:

-Dr. Fuchs noted that university rankings will be announced soon.

-Sr. VP & UF Health President David Nelson presented COVID-19 data and UF's [COVID-19 dashboard](#). UF Health is well prepared with massive capacity in the areas of student health care and hospitals to care for the ill during the pandemic.

-Leonardo A. Villalón, Dean of the International Center (UFIC) provided updates on study abroad, and UF international student enrollment and travel. The cancellation of all UF summer 2020 study abroad programs has resulted over \$1,200,000 in lost revenue to UFIC and this year's I 20 numbers are grim. As of this month, there are 18 UF faculty and staff registered abroad and that number is typically over 250.

-Sean Trainor, Compensation Committee Chair presented a [Faculty Titles Resolution](#). The committee reviewed data from other peer institutions, and it was agreed to move the resolution forward for consideration at the September 17 Faculty Senate.

-Glenn E. Good, Dean, College of Education, and Diane McFarlin, Dean, College of Journalism & Communications, provided an overview of academic collaborations and the historical backgrounds and missions of their respective colleges.

-Dr. David Canton, Associate Professor & Director, African American Studies Program provided an overview of available campus resources for faculty and black faculty. He introduced several colleagues who discussed strategies to help UF recruit, retain, and reduce additional burdens placed on black faculty. Advocacy of a PhD program in African American studies was also discussed.

#### IV. Council Topic Suggestions for 2020-21 Academic Year

-University Libraries Committee Chair Angelos Barmpoutis shared University Libraries repositories information and initiatives.

-Council reviewed the [topics and priorities](#) discussed during the past academic year.

-Topic suggestions from Faculty Senate Chair, Sylvain Doré, included: identifying how best to facilitate: a productive undergraduate research experience during COVID-19; a positive overall faculty experience (i.e. similar to the Board of Trustees discussions regarding the university's delivery of a positive 'student experience'); research collaboration between the university and the Veteran's Administration, especially by reviewing measures taken at peer institutions; successful diversity grants and submissions; utilizing peer evaluations alongside student evaluations; an equipment list of surplus and high-value items; the update of faculty researchers' web pages, including Academic Analytics and possibly VIVO and ExpertNet; and addressing the discrepancy in insurance benefits between Postdoctoral Associates and Postdoctoral Fellows.

-Dr. Doré also raised the topic of the Faculty Toolkit and annual evaluations and noted that the Faculty Toolkit aims to enable the downloading of information and data from multiple campus systems into one MSWord document. The idea of integrating the toolkit with P&T was discussed by council, including that there are vast disciplinary differences in how something is viewed and weighted in one unit or college's P&T process; achieving a 'one size fits all' platform would require a dynamic tool.

- At UF, student evaluations will remain part of the P&T process, so a holistic approach is advisable. There is a student evaluations working group being led by Associate Provost for Academic and Faculty Affairs, Chris Hass. A grant was received from the company Blue, which is the contractor that provides the GatorEvals system, and work has just been completed in its first of three stages. It recently discussed how to best encourage students to think more critically of themselves in their role of student evaluations. Council member Amanda Phalin screen-shared slides which [Kate Ratliff, Associate Professor of Psychology, presented at Blue's recent conference.](#)

-Council would like to discuss this year how to actively avoid penalizing minority faculty candidates and faculty members, given that data has shown students tend to provide lower student evaluation ratings for women, Black, Asian, and other minority instructors. Also, senior level faculty tend to receive better evaluations and achieving promotions to senior leadership can be elusive for minority faculty. Universities need to strongly state that they are devoted to minority recruitment and mentorship.

-Promoting diversity within the university's research enterprise, and how to best obtain a clear picture of the current accessibility of research opportunities by UF's minority and under-represented faculty communities, was discussed. Pre-eminence information and minority hiring data can be obtained through the offices of Institutional Planning & Research & Human Resources.

-Council discussed the importance of the role of mentorship in the P&T process and outcomes. The Welfare Council has previously focused on mentoring, as reflected in its

[2018-2019 and other years' minutes.](#)

-A spring Faculty Senate presentation by Melissa Rethlefsen, MSLS, AHIP, Associate Dean, George A. Smathers Libraries, was delayed due to the virus. Council is interested in inviting her back to Faculty Senate.

-Hannah Norton shared the December 2-3, 2020 virtual [Research Reproducibility Conference](#) announcement. The conference will still focus on the reproducibility and replicability of research on our campuses and will bring together experts and novices, researchers and educators, and students and administrators from multiple disciplines and institutions to explore best practices, innovations, and new ideas for education around reproducibility and replicability. Keynote Speaker, [Brian Nosek](#), is the co-founder and Executive Director of the Center for Open Science (COS) and is a Professor in the Department of Psychology at the University of Virginia, where he mentors his students in reproducible, transparent methods. Registration is open @: [https://ufl.qualtrics.com/jfe/form/SV\\_bfQINxMN11fXiZL](https://ufl.qualtrics.com/jfe/form/SV_bfQINxMN11fXiZL) and the paper and poster [submission portal](#) is open until October 15.

-Council acknowledged the challenging work and home life balance now faced by many faculty and community members due to the pandemic and recalled President Fuchs' State of the University message to be helpful and kind to one another. The faculty experience in respect to research (and its accompanying challenges, such as travel restrictions) during this crisis period and how it can be aided by administration will be discussed in council this year.

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

-No reports were presented.

**VI. Adjournment**

-The meeting adjourned at 12:57 p.m.