



## Faculty Senate Meeting Minutes

March 19, 2020 - 3:00 p.m.

Via Zoom login: <https://ufl.zoom.us/j/235034655>

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### Call to Order & Approval of [February 20, 2020 Minutes](#)

Ray G. Thomas, Chair

- The meeting was called to order at 3:00 p.m. by Faculty Senate Chair Ray G. Thomas.
- The minutes were approved.

## Reports

### Chair's Report

Ray G. Thomas, Chair

-Dr. Scott Gottlieb, the former commissioner of the Food and Drug Administration, said the following: "This coronavirus maybe a once-in-a-generation pathogen that combines lethality with easy of transmission." With that preface to today's meeting, and to allow adequate time for questions and discussion about this critical issue, the chair issued abbreviated comments and is including a more detailed Chair's report within the minutes (below):

-The faculty are to be recognized and applauded for their heroic efforts to move their courses online in response to this emergency.

-As many of you are aware there are national discussions regarding alterations in academic policies to address the complexities of the Spring 2020 semester. Examples include S/U grading, withdrawal dates, summer requirements, etc. The Faculty Senate, through its leadership and councils, is working with university administration to guide the campus on these issues. If you have specific opinions or unique concerns related to these topics, please share them at [senate.ufl.edu](http://senate.ufl.edu).

-The Deans are reviewing an "Emergency S/U Policy for Spring 2020 Semester" that would apply to undergraduate courses only.

-UF Police Department Chief, Linda Stump-Kurnick, would normally deliver the UFPD Response to Resistance report, but, for the third year in a row, there are zero incidents to report. This is a testament to the outstanding UPD officers, and to the fact that nearly all of the force are Crisis Intervention Team (CIT) trained.

-The Chair met with CIO Elias Eldayrie and Saira Hasnain, Associate CIO & Senior Director, to discuss two-factor authentication and in-class use and also attended the February meeting of the University Information Technology Committee. Full adoption of Two-Factor Authentication is to occur by the end of this calendar year. Here is the item which appeared in the March 11, 2020 edition of the *Faculty Update Newsletter*, titled "Two-Factor Authentication and In-Class Use of Mobile Devices":

All newly admitted, incoming students are required to use two-factor authentication when logging in with their GatorLink credentials. The University's mandate of a multi-factor environment for access to University systems will (or may) impact the way some instructors manage device use in the classroom. Many teaching faculty do not allow smartphones and other devices in class, either during lecture and/or quiz days. Since in most cases a device will be required to authenticate to e-Learning and other UF campus-wide services, instructional faculty are asked to review their current policies and allow for devices to be out during the first five minutes of class so students may authenticate access. (An option for students without smartphones, who experience a broken device, or who leave their phones at home exists in the form of getting a pre-authorized code. Details about how to get a pre-authorized code will be available on the [it.ufl.edu/2FA](http://it.ufl.edu/2FA) website by the end of the spring 2020 semester.)

Language about allowing a smartphone or other device during the opening minutes of a class period should be included in all course syllabi beginning with Summer A/C 2020. Additional details about two-factor authentication will be provided in a forthcoming edition of the *Faculty Update*.

-At the February meeting of the University Information Technology Committee, some faculty expressed concerns regarding the use of their personal devices for Two-Factor-Authentication and the Sunshine Law. The following is the chair's inquiry to the General Counsel's Office and her response:

*Chair:* As you may be aware, UF is in the process of requiring Two-Factor-Authentication for all faculty, staff, and students. This will strengthen our ability to resist phishing attacks and other attempts to compromise user accounts. In the course of discussing this with the faculty, I was asked a question regarding the app that users can install to obtain the passcode necessary for account login – Does by installing and using this app on their personal device subject them to the Sunshine Law, and thereby make any information/data on the device discoverable, even if the device's only UF-related use is for the purpose of receiving passcodes to log in to their UF account?

*General Counsel:* Neither the ownership of the device (nor the platform used to store, create, send or receive information) are the criteria for assessing Sunshine law requirements. The "content" of the information is the relevant factor. If there is content on a personal device related to UF business (e.g., text messages on a personal phone relating to UF business) then that content is a public record and subject to retention requirements and disclosure under the Sunshine laws (with certain exemptions for research data, student records, etc.)

-The Alachua County Board of County Commissioners has requested that for the civic good the faculty, staff, and students have the opportunity to fill out their census during the work day on /Wednesday April 1, 2020. It is estimated that the census takes on average 20 minutes to complete and may be done by phone, mail, or online. The decennial census is critical to us all. A complete count determines our representation in Congress and the amount of federal resources allotted to area needs in health care, social services, infrastructure, education, and food security.

-There are ongoing discussions about how the Keene Faculty Center can be improved to better facilitate faculty collaboration and interactions.

-There is a proposal for the new Gender, Sexualities, and Women's Studies department. They hope to finalize the details of the document, such that it will be ready for electronic CLAS faculty vote after spring break, and (after CLAS faculty approval) can begin the process of Faculty Senate review by the end of the spring semester.

-The Chair is working to organize a "Freedom of Speech on Campus" forum.

-The Chair has received the following answers from UF HR/Kognito in response to questions posed by faculty regarding the Kognito training and issues of employee privacy:

1. What data is Kognito collecting and how is it being used?

For users that create accounts they are asked to consent to the user agreement in order to successfully create a user account. The user agreement provides a description of the type of data we [Kognito] collect and what we do with it. Please see the Privacy Policy linked here, <https://kognitocampus.kognito.com/privacy-policy> and refer to the section: "How We May Use Your Information."

2. Faculty have also expressed concern about receive advertisements for mental health service after taking the training.

Users that create an account are not asked to consent to any marketing materials and our marketing policies do not allow us to market directly to end users. We [Kognito] only allow people to opt in for marketing materials when they are on Kognito.com or in the Kognito store. Both are optional and not required for them to consent to.

3. There are concerns about how AI and machine learning software could be used to analyze user responses that are being provide during the course of the training, and how this information could theoretically be used to psychologically profile the trainee.

We [Kognito] know that everyone learns differently, so to adapt our system to provide a successful learning experience for all users, we use machine learning and AI to tailor the experience for each individual user as they progress through the simulation to adapt to their level of proficiency with the content. The goal of this is to provide every type of learner with a successful opportunity to learn the content. We do not store this data for any other reason.

4. Do you know if the CIO and the risk assessment team reviewed the Kognito software prior to contracting with the vendor, and if so, were there any concerns raised in that review of the product?

A risk assessment was completed on 5/3/2017. The only concern was the inability for the product to have Single Sign On and permit use of GatorLink credentials. The advisement was to post a banner on the wellness page to inform users not to use their GatorLink credentials.

-The Institutional Response Task Force, of which the Chair is a member, has been meeting to acknowledge our awareness of the AAU Sexual Assault Climate Survey data and our institutional commitment to reducing these numbers through a collaborated and multi-pronged strategic effort. Healthy relationships training and Greendot bystander intervention training were discussed as well as the need for a "Sexual Assault Prevention Button" on the UF website front page along with a much more robust information and reporting portal along with a completely redesigned Sexual Assault Prevention website.

-The Chair is still attempting to clarify the UF policy regarding the reimbursement of travel expenses related to childcare dependency. There is still some ambiguity about what is meant by "support for excess child care expenses" and what documentation would be required by UF to justify the expense.

*(Note: The agenda order was amended to maximize meeting time for leadership to engage with Senators on COVID-19 issues and accommodate meeting facilitation on the Zoom meeting platform.)*

## **Action Items:**

### **Graduate Council**

**Paul Duncan, Sr. Associate Dean**  
Graduate School

- [Master of Science in Entrepreneurship \(M.S.E.\)](#)  
-This is a request to reduce the amount of credit required for the M.S.E. degree from 36 to 32 credits.  
-This item was approved.
- [Master of Science with a Major in Management](#)  
-This is a request to reduce the amount of credit required for the M.S. Degree with a major in Management from 32 to 30 credits for incoming students.  
-This item was approved.
- [Ph.D. in German](#)  
-This is a proposal to terminate the Ph.D. in German program which currently has no students.  
-This item was approved.

### **University Curriculum Committee**

**Angela Lindner, Associate Provost**  
for Undergraduate Affairs

- [B.S. in Applied Physiology & Kinesiology](#)  
-This is a proposal to eliminate the two tracks currently offered in the major (Exercise Physiology and Fitness Wellness) and instead offer a single curriculum (without tracks).  
-This was approved.

### **President's Report**

**Kent Fuchs, President**

-The President thanked the faculty for their positive response in addressing the needs of students and colleagues during the COVID-19 crisis and provided an update of the cases:

- As announced by Governor DeSantis, four UF students have tested positive for COVID-19. 109 students were tested; 41 were negative, 64 are pending results.
- There are no known staff cases.
- Test results are coming back within 24 hours and UF Health is conducting testing.
- The administration will continue to communicate information regularly to campus.

### **Provost's Report**

**Joe Glover, Provost**

- The Provost expressed appreciation to the faculty for their exemplary efforts throughout this challenging environment.
- A draft of a Satisfactory/Unsatisfactory grading policy is being led by Dr. Angela Lindner, Associate Provost for Undergraduate Affairs, and Chris Hass, Associate Provost for Academic and Faculty Affairs.
- Summer A/C courses have been moved to online delivery.
- The SUS (State University System) commencements are cancelled, by order from Tallahassee.
- Summer B plans continue to be vetted as more information becomes available.

### **Open Discussion from Senate Floor / Q&A with President Fuchs & Provost Glover**

**Provost Glover addressed the following inquiries:**

- Helpful platforms to deliver online courses can be shared with Andy McCollough, Associate Provost for Teaching and Technology, and Angela Lindner for posting and sharing with the UF Center for Teaching.
- Contact the Dean of the International Center, Dr. Leonardo Villalón, with inquiries pertaining to financial support and requirements of international students.
- UF is not currently contemplating closing down its research programs or activities but VP of Research, Dr. David Norton, is considering how UF would respond to a federal or state order to do so. Campus needs to be aware and prepare if any closure or quarantine orders come to pass.
- All university library locations are closing at 6 p.m. this evening until further notice but all online library resources remain available.
- Some travel and conference fees-related refunds are being withheld, with the justification that the CDC has not announced stay-in-place, quarantine, or social distancing orders outside of a 60 day window. The Provost relayed that most of the doctors he has spoken with seem to think the virus will not be winding down at the end of May, making large gatherings unlikely at that time point, so refunds may be inevitable.
- The U.S. Department of State has just issued a Global Level Four Warning; an unprecedented, world-wide "Do not travel" directive has been issued.
- Although it is too early to make any prediction or policy decision about the tenure and promotion process, the administration is contemplating options. Associate Provost Hass noted that both the Collective Bargaining Agreement and university regulations currently allow for individuals to make a request for an extension of the P&T probationary period, so faculty should feel reassured that these rights are protected and being considered should any new policies move forward.

**President Fuchs addressed the following inquiries:**

- The State Dept. of Health is responsible for the release of virus case statistics and the governor has been announcing updates. The former also reaches out to individuals as needed (for example, if anyone has been in contact with an individual with a positive test result).
- Concern was voiced about possible employee inequities (i.e. requirements that some essential and job-specific workers must physically remain on campus) due to job roles and requirements. Senators are encouraged to forward questions, comments, and suggestions regarding usage of the Alternate Work Location Agreement to [kent.fuchs@ufl.edu](mailto:kent.fuchs@ufl.edu) so that they can then be shared with VP of Human Resources, Jodi Gentry. While prioritizing slowing the spread of the virus, the university is working to keep all safely employed and the university operational.
- The SUS has decided there will not be any in-person commencement ceremonies at the end of April or the beginning of May. This affects about 75,000 visitors to campus and about 10,000 matriculating students.

UF will announce early next week that those who are able to return to campus are welcome to participate in a ceremony in the Stephen C. O'Connell Center in August. Social media opportunities will also occur online during the previously scheduled Commencement period.

-UF continues to advertise its [Aid-A-Gator program](#) for students and staff to help meet the needs of those facing economic insecurity during the COVID-19 crisis. This program operates by donations and is being supported by the university. To date, this program has received 301 applications from students and has awarded 111 of those for a total of \$71,000. UF is communicating with the remaining applicants to follow-up on outstanding required items, such as additional documentation. 80 new applications were received today. The [Hitchcock Field & Fork Food Pantry](#) is available for those in need. Ensuring maximum communications to faculty and students about these resources, as well as participation and volunteer opportunities were discussed.

**Open Discussion from Senate Floor - Three minute limit per speaker.**

- 1) University of Florida Faculty Senators
- 2) University of Florida Faculty

-There was no additional discussion from the Senate floor.

**Adjournment**

-The meeting adjourned at 3:57 p.m.

**Attending**

*\*All Zoom participants, including Senators & Student Senators are not identified here.*

*Liaisons include:*

Paul Duncan  
Kent Fuchs  
Joe Glover  
Chris Hass  
Angela Lindner  
Taylor Rose  
Ana Spiguel

*Guests include:*

Brian Marchman