



Faculty Senate Meeting Minutes

October 15, 2020 - 3:00 p.m.

Zoomcast:

<https://mediasite.video.ufl.edu/Mediasite/Play/3f5c117bc42d46f999b941a9775220741d?catalog=8456cbab10b449868436ee51ddb84dc421>

Call to Order & Approval of [September 17, 2020 Minutes](#)

Sylvain Doré, Chair

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

Chair's Report

Sylvain Doré, Chair

- Faculty Senators are encouraged to maximize shared governance by sharing Faculty Senate information with constituents and by encouraging colleagues to reach out to you and their shared governance representatives.
- At its October 1 meeting, the Faculty Senate Steering Committee referred the [Faculty Titles Resolution](#) back to the Compensation Committee. Therefore, it has been omitted as an Action Item on today's agenda. Compensation Committee Chair, Sean Trainor, is joining a number of college council meetings to further discuss and obtain feedback on this item, including what is being done at UF peer institutions.
- The Chair has been contacted by faculty concerned about some isolated cases of Honor Code violations during online exams. Following discussion with Provost Glover, a committee has been created to address this issue. It is being led by Associate Provost for Teaching and Technology, Andy McCollough, and contains four Faculty Senate-assigned members.
- Considering the current climate of social unrest and the Black Lives Matter (BLM) movement, council and committee discussions about university infrastructure projects, especially in regard to police funding and resources, will be ongoing. Your active participation is encouraged.
- Faculty Senate has been working with Chief Diversity Officer Antonio Farias to establish a list of ongoing initiatives to contribute to the university goals outlined in President Fuchs June [diversity initiatives administrative memo](#).
- President Fuchs has invited the Chair to nominate faculty to assist with addressing BLM and police matters. Past Faculty Senate Chair Ray Thomas has agreed to be a member, and UF Clinical Assistant Professor of Parasitology and Director of Community Engagement & Diversity Outreach, Michael V. Bowie, has agreed to be the chair of that committee.
- The Advisory Council of Faculty Senates (ACFS) were invited by State University System (SUS) Chancellor Marshall Criser to comment on a document that is being drafted to address diversity issues. It will be reviewed by the Board of Governors (BOG) members and submitted to all Board of Trustees (BOT) members. Following consultation with faculty, the Chair provided written feedback asking for increased accountability.
- Russ Froman, Assistant Vice President for Accessibility and Gender Equity ADA Coordinator and Title IX Coordinator, will address new Title IX changes and requirements at the December or February Faculty Senate.
- A town hall discussing Spring 2021 face-to-face course offerings was held on October 6. Thank you to panelists Provost Joe Glover and Vice President of Human Resources Jodi Gentry. The [recording](#) is posted on the [Faculty Senate home page](#) and further information can be found at: <https://coronavirus.ufl.edu/faqs/>.

-The Faculty Senate Chair discussed Americans with Disability Act (ADA) request and appeal options, as well as other leave options, for faculty, Graduate Assistants, etc. Goals to ensure a safe working environment, including the use of and proper access to PPE, classroom airflow/quality, and COVID-19 testing were also discussed.

-The Faculty Senate Chair participated in the September 29 BOT meeting where [Regulation 1.017 - Separation from Employment, Layoff and Furlough](#) was voted on. Many public comments were received during the public comment period. The Chair shared faculty feedback and concerns with the BOT that there are many unanswered questions remaining about the furlough policy, which should be a progressive and equitable plan, and should not be rushed, especially as it applies to employees and post-docs, as well as faculty. Chair Doré noted that, while recognizing that passage of the furlough regulation allows the university a tool to utilize in fiscal duress (potentially more likely during the 2021-2022 academic year), it is imperative that it be used as a last resort. Chair Doré also acknowledged the challenges of today's environment, including election, political, and social unrest, a predicted active hurricane season, and the pandemic, and recognized President Fuchs for considering a furlough tool to avoid potential layoffs.

Following Chair Doré's recommendation to table the furlough regulation vote, BOT Chair and Trustee Mori Hosseini clearly stated his full support of the faculty and staff. Trustee James W. Heavener then offered a rider to the proposed furlough resolution. The rider instructed the Faculty Senate Chair and VP of Human Resources to work together to resolve the outstanding issues and concerns of the faculty, and that President Fuchs would have the final say for this policy. The rider also included that the BOT revisit the furlough policy at its next meeting. The regulation vote was held and carried. It was agreed that VP of Human Resources, Jodi Gentry, will return to the December BOT meeting to provide a furlough policy update. Faculty Senate will also receive this update at a fall meeting. Budget Council and Compensation Committee administrative liaisons Brook Mercier, Assistant Vice President of Human Resources, and George Kolb, Assistant Vice President of Financial Analysis and Budget, attended the September 29 Compensation Committee meeting to help answer further inquiries. The Faculty Senate Office has received extensive feedback on the furlough regulation and draft policy and continues to forward it to the Welfare Council, Compensation Committee, and its Human Resources administrative liaisons for discussion/as ongoing agenda items.

-Faculty Senate continues to work on long and short-term childcare issues and also on ways to enhance the UF graduate student experience, and student evaluations.

-Faculty Senate will host a 1st Amendment webinar on Friday, 10/30 @ 2-3 p.m. Questions may be submitted in advance through the [Faculty Senate home page](#). The webinar will be recorded and posted following the event. This information will be sent to the faculty listserv. Panel members include: Laura Rosenbury (Dean, College of Law), Ricardo Sandoval-Palos (Ombudsman, Public Editor of PBS) and Clay Calvert (Former College of Journalism & Communications Faculty Senator, Brechner Eminent Scholar of Mass Communication, and Director of the Marion B. Brechner First Amendment Project in the University of Florida College of Journalism and Communications specializing in First Amendment Law).

-The University of Florida Office of Sustainability is partnering with consultants Burns & McDonnell and Cascadia Marketing to conduct a Waste & Recycling Behavior Change Study that seek opportunities to improve upon the current waste and recycling programs on campus. The Office of Sustainability is asking for up to 10 UF faculty to volunteer to be a part of a 1-hour virtual group interview conducted by the consultants to gather input and perspective of current waste and recycling programs on campus. If you are interested in participating, please notify the Faculty Senate Chair or email the UF

Office of Sustainability Communications Coordinator, Hannah Ulloa, at hulloa@ufl.edu.

-Reminders: UF's 2020 Campaign for Charities closes tomorrow, so please contribute if you can, and please remember to vote in the upcoming election.

President's Report

Kent Fuchs, President

-President Fuchs discussed Fall 2020 and Spring 2021 online, HyFlex, and face-to-face teaching; CDC and UF Health guidelines; the status of COVID in the Gainesville community; and, due to COVID-19, admissions enrollment and possible impending budget challenges.

-President Fuchs is often asked which factor(s) would trigger a shut-down of the university in the COVID environment; they are: 1) if hospitalization reaches capacity; 2) if quarantine and isolation capacity is filled; 3) if UF Health experts, such as Dr. Michael Lauzardo, Deputy Director, Emerging Pathogens Institute & Associate Professor, Division of Infectious Diseases and Global Medicine, or Dr. David Nelson, UF Health President & Senior VP for Health Affairs, advise that a lock-down mode is needed.

-UF remains committed to a strong faculty and student ratio, safely re-opening classrooms following health guidelines, providing flexibility, and providing a robust student experience.

Provost's Report

Joe Glover, President

-Two finalists remain for the Dean of the College of Journalism and Communications. Provost Glover has met with faculty, stakeholders, and the search and advisory committee and expects to be receiving final feedback shortly.

-An update was provided on the Artificial Intelligence (AI) initiative, and [slides](#) were shared, outlining the status of the HiPerGator, the Data Center power upgrade, and the project timeline. Inquiries about the HiPerGator business model and funding were also addressed.

-President Fuchs and Provost Glover responded to numerous faculty inquiries and concerns regarding Spring semester teaching plans.

Information Items:

[Diversity: Review of Programs and Opportunities at UF](#)

David A. Canton, Associate Professor
Director, African American Studies Program
Sharon D. Austin, Professor of Political
Science

-Drs. Austin and Canton shared resources for new black faculty and discussed UF's racial representation. The history of UF's African American Studies program and its graduate program goals were discussed, particularly in comparison to PhD and MA programs in African American Studies at UF's peer institutions and other national public universities.

[UF/IFAS School of Forest Resources and Conservation \(SFRC\) - Name Change](#)

Angela Lindner, Associate Provost for
Undergraduate Affairs

-The College of Agriculture and Life Sciences requests changing the name of the UF/IFAS School of Forest Resources and Conservation (SFRC) to the proposed name: School of Forest, Fisheries, and Geomatics Sciences. This name change was approved by the University Curriculum Committee and by Graduate Council.

Successful College Collaborations Series

Adrian Tyndall, Interim Dean
College of Medicine

Isabel Garcia, Dean
College of Dentistry

-Interim Dean Tyndall and Dean Garcia shared successful college collaborations from the [College of Medicine](#) and the [College of Dentistry](#).

BOT Regulations

Padraic Levings, Chair, University
Constitution & Regulations Committee

-University Constitution & Regulations Committee (UCRC) Chair, Padraic Levings, presented proposed regulations that the Board of Trustees will vote on at their December meeting. Also present for follow-up questions were: Craig Hill, Associate VP of Business Affairs; Heather White, Associate VP & Dean of Students; Pam Malyk, Assistant Dean & Director; and Taylor Rose, Sr. Counsel, Office of General Counsel, and Faculty Senate Parliamentarian.

-The UCRC has adopted a color-coded key for easily informing the Faculty Senate of proposed regulation changes that may affect Senators or their colleagues:

- **Red** – proposed changes affect the faculty; please review and comment as appropriate.
- **Yellow** – proposed changes may affect or be of interest to faculty; senators may want to review and comment as appropriate.
- **Green** – proposed changes likely have minimal effect on faculty and do not necessarily warrant further review by the senators.

-Each regulation was lit **Red**:

-2.004 Use of University Space

-2.016 Camping, Fishing & Hunting on Campus Prohibited

-4.006 Commercial Activity; Selling Merchandise, Activities Involving Off-Campus Vendors

-This proposed regulation consolidates a number of legacy regulations concerning use of University space. This is an ongoing effort with more consolidation to come.

The proposed regulation balances freedom of speech and the University's public mission with prioritizing the use of academic space by faculty, students, and staff and makes provisions for using certain University spaces by third parties. It further categorizes different types of University space and addresses the fees and conditions for use, sets reservation procedures, and other details.

-**The Notice of Regulations Repeal** relates to the university space regulations, which were also addressed in detail via a presentation by Associate VP of Business Affairs Craig Hill at the [September 17 Infrastructure Council meeting](#).

-4.040 Student Honor Code

-This proposed regulation modernizes and cleans up the Student Honor Code, aligning it with federal and state law and Florida Board of Governors regulations. The regulation also addresses contract cheating per Florida statute (e.g., commissioning or impersonating another for academic benefit); it adds "attempt" to the various cheating definitions and implements several semantic changes such as changing "disciplinary process" to "conduct process."

Diversity: LGBTQ+ Inclusion at UF

Gerardo Altamirano, Chair
LGBTQ+ Advisory Committee
Tiffany Richards & Cecilia Luna
Queer Nation Co-chairs
Thomas Knight, Dept. Chair & Sr. Lecturer
Department of Economics

- National Coming Out Day was October 11.
- Gerry Altamirano provided an overview of the [Presidential LGBTQ+ Advisory Committee](#) and its mission.
- Queer Nation LGBT Faculty/Staff Affinity Group Co-chairs, Tiffany Richards and Cecilia Luna, discussed the organizational goals of Queer Nation and LPAC (Lesbian Political Action Committee), and fostering a queer-inclusive culture at UF.
- Data from an informal Summer 2020 LGBTQ+ experienced faculty and staff survey was shared.
- Thomas Knight shared his personal and professional experience with his interaction with students in the classroom and in the community, which was also highlighted in a June [article](#) in *The Independent Alligator*.

Open Discussion from Senate Floor - *Three minutes per speaker.*

- 1) University of Florida Faculty Senators
 - 2) University of Florida Faculty
- There was no discussion from the Senate floor.

Adjournment

- The meeting adjourned at 5:10 p.m.

Attending

- 202+ Zoom attendees participated.