

Senate Steering Committee Minutes

April 29, 2021 3:00 p.m.

Via Zoom:

<https://ufl.zoom.us/j/93610314790?pwd=NVdBeFpNMGZNL2dRUG5HTE1GUmpsUT09>

Present: Becky Holt, Sylvain Doré, Joe Glover, Chris Cowen, Jodi Gentry, Linda J. Stump-Kurnick, Angela Lindner, Paul Duncan, Saby Mitra, Michael Perri, Nancy Waldron, Scott Stricklin, Chris Hass, Alyson Adams, Taylor Rose, Sarah Lynne, Ashley Ghiaseddin, Richard Scholtz, Keith Diem, Keith Rambo, Juan Claudio Nino, David Bloom, Hans Van Oostrom, and Ray G. Thomas.

Call to Order

Sylvain Doré, Chair

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

Approval of [April 1, 2021 Minutes](#)

Sylvain Doré, Chair

- The minutes were approved.

Reports

• **Chair's Report**

Sylvain Doré, Chair

- Further information is pending regarding the implications of the legislature's proposed ideological survey, including how it will be deployed and used.
- Faculty have expressed concern about the right of recording in classes. This was addressed in a previous Faculty Senate resolution, and Chair Doré suggests the Academic Policy Council soon work on forming a syllabi statement to standardize language, which then can be reviewed by the General Counsel's Office.
- Chair Doré discussed some potential long-term consequences of recent legislation related to graduate student recruitment, including foreign influence in academic institutions. Foreign students must now complete more paperwork which was previously shared with Immigration Officers, but is now more widely circulated, possibly creating enrollment hesitancy and concern for potential Florida students. As suggested by one of our Faculty Senators at the last Senate meeting, general guidelines or SOP's could be shared to increase faculty guidance and university policy clarity in this area.
- Chair-elect Bloom will invite the new Dean of Graduate Student Affairs, Dr. Nicole Stedman, to Faculty Senate, and will continue the focus on a positive graduate student experience.
- Please mark your calendar for a wine and cheese next Wednesday at about 5 or 5:30 p.m. RSVP information will be forwarded. This will be an opportunity to gather to celebrate the achievements and efforts made this academic year.

• **Provost's Report**

Joe Glover, Provost

- Following an inquiry, Provost Glover noted that VP of Research David Norton and VP of General Counsel Amy Hass are the best contacts to respond to inquiries regarding foreign student recruitment, and it may be helpful to invite them to address this topic with Faculty Senate.
- An inquiry was made regarding faculty appointment letters related to summer support and faculty activities, such as research. There is a wide range of varying agreements and appointments across campus.

Introduction of the CFO and UF Budget Update

Chris Cowen, UF Chief Financial Officer

- New Chief Financial Officer Chris Cowen was introduced and discussed his background and his office's structure to support the transparency and the work of the university. Budgetary constraints, priorities, sustainability, revenues, and allocations were discussed, including \$20 million dollars of legislative support for the AI faculty initiative, deferred maintenance funding, and stimulus monies.

UF Human Resources Updates

Jodi Gentry, VP of Human Resources

- Chair Doré noted that:
- Increasing the institution's contribution to the employee retirement plan has been contemplated and that UF is just over 5%, while most of our peer institutions are above 10%, so decreasing this gap can increase UF's faculty recruitment competitiveness.
- He also has discussed reviewing and potentially setting a minimum salary for UF faculty. Once numbers are obtained, efforts can be made to ensure that those below a certain threshold will achieve equity. The Faculty Senate's addition of the word 'equity' to the University Constitution and the Compensation Committee reflects such priorities.
- VP Gentry responded to the above and discussed that in January, UF implemented eight weeks of paid family leave. The alignment with federal paid family leave; fringe benefits and sick leave pools; paused PTO conversions and feedback were also discussed. [A brief analysis of retirement plans, contributions, and comparisons](#) was screen shared.
- A review of Baby Gator is underway. It is currently working at 70-80 % capacity. UF is examining how to stabilize this and return to full capacity. There is consistently a wait list of about 300.
- There is a strong focus on early childhood education and collaboration with UF faculty researchers in this area.
- Auxiliary funding limitations and options were discussed, as well as the relationship of childcare and early learning to economic infrastructure.
- UF HR has launched the Stronger Together Training, which is designed to address racial justice issues.
- An inquiry about under-represented minorities and gender pay gap data was made, and a recent audit and salary data were discussed.

University Athletics & Academics

Scott Stricklin, University Athletic Director

- University Athletic Director (UAD) Stricklin will present an athletics update of: current national rankings; student-athletes academics and enhancements; SEC team championships; and commitments to student-athletes.

UFPD Response to Resistance

Linda J. Stump-Kurnick, UF Police
Department Chief

- Chief Stump-Kurnick will report to Senate that the use of force number this year is zero and will also provide resource information, including active shooter training and GatorSafe app information. Chair Doré noted that taser training may also be a topic of interest.
- The UF Police Department has just undergone several accreditation reviews and was found to be outstanding in all categories. Best practices continue to be reviewed. Police presence on campus and response time ability as well as the resources afforded by the new police administration building and World Information Center were also discussed.

Senate Officer Term Ad Hoc Committee Update

Richard Scholtz, Chair
Senate Officer Term Ad Hoc Committee

- Ad Hoc Committee Chair Richard Scholtz shared the key recommendations at this point in time, of the Senate Officer Ad Hoc Committee. It has met over the past three months and is reporting to, and is under the auspice of, the Steering Committee. Its recommendations are not yet fully vetted but its central recommendation is to not change the current Faculty Senate Chair roles, so the cycle remains as Chair-elect, Chair, and Past Chair, and for the same number of years.
- Its suggested, incremental changes, which do not require bylaw or constitutional changes, are:
 - That the Chair-elect begin training for his/her role as soon as possible.
 - As soon as elected, the Chair-elect should continue to be encouraged to attend the Board of Trustees (BOT) meetings and Advisory Council of Faculty Senates (ACFS) meetings. Although s/he

wouldn't yet have a vote on the BOT, this would increase the opportunity to gain a sense of upcoming issues.

-- An advisory council, constituted from some of the Past Chairs, should be formed for the Chair-elect to learn about past issues and to help transfer institutional knowledge.

-- Past Chairs should be asked to provide a self-assessment upon completion of his/her Chair term and submit this item to the Steering Committee to help understand if faculty goals and maximum influence are being achieved in the Chair role(s).

- Its suggested changes which require bylaw or constitutional changes are:

-- The implementation of a Senate Communications Officer/ Government Liaison, who will liaise with college units and Faculty College Councils and Assemblies, and be responsible for a Senate newsletter to help facilitate faculty communication and identify any issues needing to be addressed by Faculty Senate, including any legislative issues.

-- Consider moving the UF ACFS membership (vote) from the Chair-elect and Chair to the Past Chair and Chair to increase responsibilities for the Past Chair. This also provides the Chair-elect time to invest in training and education for the Chair role.

- If a term change is deemed necessary in the future by the Steering Committee, the Ad Hoc Committee suggests two options:

Option 1: Increase the term of the Chair so it is one year as Chair-elect, two years as Chair, and one year as Past Chair or

Option 2: There is no Chair-elect; instead there would be a Vice-chair and a Chair position, both of which would be elected on an annual basis. There would be no limit to how long a Chair could serve.

- The Ad Hoc Committee will flesh out the final verbiage, with key recommendations, prior to presenting any final report to Faculty Senate.

- Chair Doré suggested this summary be provided to the Committee on Committees for final review and approval and added that this Ad Hoc Committee was organized to help understand how other Faculty Senates within the State University System (SUS) are organized, with attention to how to UF Faculty Senate officers can best contribute service to the ACFS and the BOG (i.e. the ACFS Chair serves on the BOG).

University Curriculum Committee

- [New Early Childhood Education BAE Degree](#)

- The UF College of Education proposal to establish a new degree program, Bachelor of Arts in Education, Early Childhood Education major, was approved.

- [Close IDS Major Middle Eastern Languages and Cultures](#)

- This request to close the IDS Major Middle Eastern Languages and Cultures, with both its tracks, was approved. Students have not been enrolled in this major for quite some time, and it has been superseded by two other majors: International Studies and Foreign Languages & Literatures (Arabic and Hebrew Specializations).

Angela Lindner, Associate Provost
Undergraduate Affairs

Graduate Council

- [New Master of Integrated Sustainable Development \(MISD\) Degree](#)

- This request from the College of Design, Construction and Planning to offer a new Master of Integrated Sustainable Development (MISD) Degree was approved.

Paul Duncan, Sr. Associate Dean
Graduate School

Office of Academic Affairs (OAA) Awards

- At Faculty Senate, Associate Provost Hass will announce the OAA Awards.

Chris Hass, Associate Provost for
Academic and Faculty Affairs

Successful College Collaborations Series

Saby Mitra, Dean
Warrington College of Business

Michael Perri, Dean
College of Public Health & Health
Professions (PHHP)

- Dean Perri will share successful college collaborations with Faculty Senate, including PHHP's Breathing Research and Therapeutics Center. Dean Mitra will provide an overview to Senate of the Warrington College of Business' current, emerging, and future collaborations with the Colleges of Pharmacy, Law, and Engineering.

BOT Regulations

Taylor Rose, Senior Counsel
General Counsel's Office

- As many as three regulations will be sent to the University Constitution and Regulations Committee (UCRC) for lighting next week. They will be reviewed by the Board of Trustees at their June meeting.

Committee on Committees Report

Alyson Adams, Chair
Committee on Committees (COC)

- COC Chair Adams presented the [Committee on Committees Report](#) which includes a summary of pending issues available in chart form. The COC will now annually report to the Steering Committee on 1/3 of the Senate committees/councils.

Evaluation of Teaching – Peer Assessment

Hans van Oostrom, Chair
Academic Policy Council (APC)

- Chair van Oostrom presented a summary of the APC's findings to implement peer review of teaching. This report provides a path for a more wholistic view on how teaching is evaluated and focuses on three voices: student; peer (a faculty member to evaluate pedagogically and by discipline); and self.

- A three-part rubric is also recommended: course materials and organization; instructors' presentation of the materials; and student engagement and their specific rankings.

- The Welfare Council also provided input and Associate Provost Hass will be asked to help promote this to colleges to include as part of the tenure and promotion process.

- The Collective Bargaining Agreement (CBA) currently includes peer review.

Council Reports

Academic Policy Council

Hans Van Oostrom

- APC completed the above report and discussed faculty titles and progress is being made regarding working titles.

- APC will soon work on a syllabi statement to accommodate any new legislation. The Advisory Council of Faculty Senates (ACFS) is also contemplating coordinating standardized verbiage which could be adopted by all state universities.

Research and Scholarship Council

Keith Rambo

- Council met on April 2 and heard presentations on reproducible research (by Reproducibility Librarian Hao Ye) and on portfolio tool recommendations (by Ryan Yang, Associate Director, UFIT Teaching and Learning Technology). Electronic lab notebooks were also discussed. A new Council Chair will be elected at the next council meeting, on May 7.

- Chair Doré presented a [draft document screen share entitled: 'The UF Graduate Student Experience: A Living Document'](#). It is meant to provide guiding principles to increase a positive student graduate experience. It is a draft version and will be shared at Faculty Senate. Chair Rambo expressed appreciation to the individuals listed at the bottom of the document, who crafted this document. Chair Doré will add this Information Item to the May Senate agenda.

Welfare Council**Sarah Lynne**

- Council heard a UF Food Services Contract presentation from Eddie Daniels, Assistant Vice President of Business Services. The contract expires this June and while re-negotiations are being considered, the contract is extended an additional year due to COVID.
- If re-elected to the Welfare Council, Chair Lynne will serve as chair in 2021-2022.
- Council also discussed feedback from the 'Accessibility (IDEA) Action Items: A Living Document' at this council meeting, in addition to the 'Evaluation of Teaching – Peer Assessment' document.

Budget Council**Ashley Ghiaseddin**

- The April meeting was cancelled due to a speaker cancellation. Council plans to continue to discuss employer benefits and share a budget re-cap at its meeting next semester. Chair Ghiaseddin will serve as Budget Council Chair in 2021-2022.

Infrastructure Council**Richard Scholtz**

- Council discussed graduate housing and how UF compares to its peers; we are currently competitive but a decrease in available beds could result in a negative trend.
- Strengthening communications between the various councils and committees and campus decision makers was discussed by council.
- Challenges in uniformly matching the types of campus construction and housing materials, such as brick, was also discussed.
- Keith Rambo was elected as the new Infrastructure Council Chair and Chair Scholtz will serve as the APC Chair in 2021-2022.

Approve [May 6, 2021 Faculty Senate Agenda](#)**Sylvain Doré, Chair**

- The agenda was approved as amended as follows: the addition of 'The UF Grad Student Experience – A Living Document' Information Item, to be presented by Amanda Phalin; the deletion of the 'Senate Officer Term Ad Hoc Committee Update' Information Item; and the 'Evaluation of Teaching – Peer Assessment' Information Item will be moved forward on the agenda.

Adjournment**Sylvain Doré, Chair**

- The meeting adjourned at 5:14 p.m.