

**ACADEMIC POLICY COUNCIL (APC) Minutes**

**Friday, February 25, 2022**

**10:00 a.m.**

**239 Tigert Hall, (Provost's Conference Room)\***

\*or, if needed, via Zoom:

<https://ufl.zoom.us/j/96595082953?pwd=SE9UdnlkUGlpYlNGZW9aaFArM0FCdz09>

Meeting ID 965 9508 2953 Passcode 816320

**Present:** Richard Scholtz, Angela Bacsik, Angela Lindner, Michael Fang, Nikki Lyons, Alexandra Bitton-Bailey, Elizabeth Wood, Andrew Zimmerman, Paul Duncan, Deborah Mayhew, Laurie Bialosky, and Chris Hass.

**1. Call to Order** – Richard Scholtz, APC Chair

- APC Chair Dr. Richard Scholtz called the meeting to order at 10:02 a.m.

**2. Approval of January 21, 2022 Minutes**

- The minutes were approved.

**3. New Business**

**a. UF Presidential Search – Faculty Feedback to Identify Presidential Attributes**

- Council chairs and College Faculty Council and Assembly chairs (which next meets on Tuesday, March 15 at 3 p.m. in 226 Tigert) were asked by Chair Bloom to create a list of desirable traits in the search and screen process for the next UF President. This council will then collate the feedback and forward to the Faculty Senate Steering Committee and the Faculty Senate.

- Helpful resources may include:

- <https://president.ufl.edu/initiatives/uf-core-values/>

- Given FSU's recent presidential hiring, they may be willing to share some of their guidelines and suggestions for a search.

- <https://amp.gainesville.com/amp/31113541007>. On May 23, 2014, the Board of Trustees voted unanimously to adopt an amended set of search criteria for UF's 12<sup>th</sup> president (W. Kent Fuchs)

- Reviewing the white paper unanimously adopted by the UF Faculty Senate on April 12, 2001:

[https://www.archive.senate.ufl.edu/hot\\_topics/articles/Pres\\_White\\_Paper\\_approved\\_041201.pdf](https://www.archive.senate.ufl.edu/hot_topics/articles/Pres_White_Paper_approved_041201.pdf).

- Council discussed the need to hire a President who will avoid political influences in hiring practices, and academic policy review and implementation.

There is particular concern from faculty about this following the purported violations of conflicts of interest resolutions and/or academic freedom, and the hiring process for UF Professor and Florida Surgeon General Joseph Ladapo - Faculty, Directors, Department Chairs, and others have provided feedback to the Faculty Senate Ad Hoc Committee on the Ladapo Hiring Process that there is a pervasive problem and culture of either faculty retaliation or the appearance of retaliation, from the faculty perspective, in the Health Science Center. It was also relayed that there needs to be one set of rules for administrators and for faculty, and both need to operate fairly and equitably within those boundaries (i.e. what applies to faculty applies to administrators).

- Search waivers exist to expedite university faculty hiring.

- Thus far, the feedback received by the Ad Hoc Committee seems to be less of specific regulation violations and more frustration that 'the bare minimum' is being done in the spaces of question.

- If needed, it was agreed to schedule a special APC meeting for March 11 at 10:00. Faculty Senate Chair Bloom will be contacted to clarify if the timeline necessitates such a meeting.

**b. Markers of Distinction in Teaching / Pathways to Online Teaching Excellence**

**course review process** - Alexandra Bitton-Bailey, Assistant Director and Nikki Lyons, Quality Assurance Coordinator, Center for Teaching Excellence

- The Center for Teaching Excellence proposes adding online course reviews as an additional marker of distinction in teaching within the tenure and promotion process. The Pathways to Online Teaching Excellence course review process recognizes the efforts faculty invest in developing quality online learning experiences. This process is one way to provide concrete evidence of how excellence is achieved in online teaching.

- The initiative pertains to courses taught at 80 percent or greater online and 'designated as online courses' which have already gone through a review process. The outcome of what meeting those standards look like, as well as the impact participation can have for faculty was shared.

- UF will be required to meet state certification by 2025 and this effort can help benchmark our online courses. The Center for Teaching Excellence seeks advice from council on how to best meet this challenge.

- Assistant Director Bitton-Bailey and Nikki Lyons shared: UF Rankings; key benefits to faculty and students; trackings from the FIU Online Quality Matters Impact; increased distinction outcomes for instructors (including course quality designations; increasing support to colleagues; improved student evaluations, using the <https://gatorevals.aa.ufl.edu/> system; and increased awards and recognition); UF+Quality Matters standards and feedback, as well as student feedback.

- This process affords faculty the tools and access to provide excellence in online education. It also recognizes faculty work and how it is concretely achieved.
- These pathways can be adopted university-wide and are not specific to certain fields or disciplines.
- Council agreed utilizing this evidence of distinction will help address peer evaluations standards - an item on which Faculty Senate councils have previously focused.
- Council discussed the role of shared governance and agreed that support will also help assist departments in easily adopting this and implementing a uniform and comprehensive university-wide standard for promotion and tenure packets.
- This designation of excellence can reward faculty and these metrics can be used to demonstrate distinguished pedagogy and excellence.
- A motion to have this added to peer review and be provided as legitimate and critical evidence in teaching was unanimously approved with a request to:
  - To best incorporate this item into the P&T process, Alex can provide these pathways (i.e. a 'bucket list') to online teaching excellence for Associate Provost Hass who can then distribute and share with the P&T committees across campus. Assistant Director Bitton-Bailey and Associate Provost Hass agreed to provide this bucket list and a more concise motion for consideration at an upcoming APC meeting.

**c. March meeting reminder: Election of 2021 – 2022 [Academic Policy Council Chair](#)**

- Please consider serving in this capacity for the next academic year.

**4. Old Business**

**a. Terminally Ill/Posthumous/In Memoriam Degree Award Policies -**

Angela Lindner, Associate Provost for Undergraduate Affairs

Associate Provost Lindner asked that council review this updated policy which will be emailed today for members' feedback. Please email 'one-way' feedback to Associate Provost Lindner at and copy Faculty Senate Secretary at:

[lbialosky@aa.ufl.edu](mailto:lbialosky@aa.ufl.edu). Collated results will be shared at the next council meeting. <https://fora.aa.ufl.edu/docs//72///2021-2022//Conferring Degrees to a Student Experiencing Terminal Illness 2.25.22.pdf>.

**b. [Proposed Academic Freedom Resolution](#) being reviewed by Welfare Council + Steering**

- Council discussed the "without faculty consultation" clause which is inaccurate, given that [the United Faculty of Florida bargained article 26](#) for over one year before adaptation, and also that the UFOLIO software program had faculty pilot participants and was presented to the Research & Scholarship Council, the

Faculty Senate Steering Committee, and Faculty Senate.

- There is also a comment regarding that the ruling junction was just on 'expert witnessing', so verbiage clarification is likely needed.
- Council expressed concern that this may be a duplication of the [UF Faculty Senate Academic Freedom Resolution](#) crafted by the Welfare Council in November and [passed by Faculty Senate on November 17, 2021](#).

## **5. Adjournment**

- The meeting adjourned at 11:24 a.m.