

ACADEMIC POLICY COUNCIL (APC) Minutes

Thursday, October 28, 2021

10:00 a.m.

135 Tigert Hall, (Student Affairs Conference Room)*

*or, if needed, via Zoom: <https://ufl.zoom.us/j/96573232406?pwd=UW1qV1F3eFdYOE0xNWNpOFY5eG4rUT09>

Present: Richard Scholtz, Jessica Judge, Nancy Clark, Andy Zimmerman, Elizabeth Wood, Michael Fang, Angela Lindner, Amanda Phalin, Chris Hass, Josepha Cheong, Perry Collins, Laurie Bialosky, and Paul Duncan.

1. Call to Order – Richard Scholtz, APC Chair

- The meeting was called to order at 10:03 a.m. by APC Chair Richard Scholtz.

2. Approval of September 30, 2021 Minutes

- The minutes were approved.

3. New Business

a. [UF's day of gratitude, celebration, and reflection on Wednesday, Feb. 9, 2022](#)

- The October 4, 2021 Alligator column describes planning for [UF's day of gratitude, celebration, and reflection on Wednesday, Feb. 9, 2022](#)

- It is anticipated that, following Faculty Senate academic calendar approval, no classes will be held in recognition of achieving Top Five status and to allow campus members to reflect on [UF core values](#) and how they define us as Gators.
- This is being added to the November Faculty Senate agenda as an Information Item and as an Action Item in December.

- A concern was raised that the rankings are coming from an external agency, may not resonate with the campus community, and such 'top five' metrics or measurements of university success may not send the intended positive message. The relationship of UF core values in reaching the top five was discussed.

- Council discussed how best to make February 9 a meaningful day both this year and moving forward, and how to incorporate representations of UF core values, including the below suggestions:

- Asking departments and colleges to use this as a professional or career development day for students to demonstrate and learn about excellence in our core values.

- Collaborate with the Foundation to engage alumni to help celebrate.

- How aware are students of our core values? This may be an opportunity to

effectively introduce this conversation, possibly by putting into specific action a one-week of programs recognizing core values. One example may be to host a town hall featuring a moderated panel of Gator core values, or have units or colleges select a faculty, staff, or student to focus on a core value they can relay to the community. The students held a core values event last evening.

- Schedule a Career Showcase. Many students have asked for classes to be cancelled that day. Associate Provost Lindner will talk to the Career Connections Center, which plans events far in advance. This could possibly distract from the intended goals and spirit of the day.
- Make complimentary student t-shirts available with one of the core values on them for wear on February 9th. These could be randomly distributed.
- Establish a game in which individuals identify and take a group picture of six different values with six different students/staff/faculty, and then posts them on Instagram with #UFCoreValues.
- One representative from each college representing and discussing each value may make the day of reflection and gratitude much more meaningful and truer to the spirit of the day.
- Include media/news releases promoting and explaining this event/day.
- To help establish a consistent narrative, establish a recurring day, possibly over Thanksgiving Break, although student participation may be sparse that week as they travel home over the holidays. (However, many students will remain on campus over Thanksgiving break this year due to the UF-FSU game in Gainesville that weekend.)
- Establish a core group to assist with the planning of this day.
- Some classes will be identified as not being cancelled. Associate Provost Lindner is requesting this list to help manage expectations.
- Clinical operations and educational delivery will not be cancelled. Council discussed that it may be difficult for faculty to establish any student requirements in applied courses (practicum, labs, etc.) and logistically difficult for faculty who teach across several sections over different days. A single course in multiple sections may place an additional burden on faculty.
- Instructors with classes with multiple sections should be informed of these variations to provide teaching and course continuity and aid faculty class preparations.

- b. [Faculty Author Rights Policy](#) - Perry Collins, Copyright & Open Educational Resources Librarian, George A. Smathers Libraries and Josepha Cheong, University Libraries Committee (ULC) Chair
- Perry Collins, Copyright & Open Educational Resources Librarian, has collaborated with the University Libraries Committee (ULC) on a [Faculty Author Rights Policy](#); this document contains in-depth information about the proposed

policy as well as additional reference links.

- Faculty often give their publishers control of publishing rights. Publishers have very different models, some of which are extremely restrictive.
- The author rights policy has focused on how faculty can best and most easily share their work, retain their publishing rights, and increase citation of their work without the burden of negotiating with individual and separate publishers.
- The policy enables faculty automatically being granted a limited, nonexclusive right to the journal articles at UF.
- This is meant to be applied automatically and is meant to eliminate the need for faculty to negotiate with a publisher. No extra steps need to be taken by faculty (except for faculty who choose to opt out). Faculty can place this note in a manuscript submission or when a manuscript is accepted from a publisher.
- The policy is not a mandate, nor does it limit or suggest journals where faculty should publish.
- If preferred, faculty can easily opt out of this UF option.
- A similar policy has been around Harvard for more than a dozen years and publishers have been accepting of and are familiar with such policies.
- University Libraries has also consulted with the General Counsel's Office to confirm policy language and content.
- Much information and data has been obtained from UF's institutional peers in the drafting of this proposal.
- Policy linguistics were carefully considered. The original proposal was entitled 'open access policy' which was eliminated to increase clarity.
- There has been an 18-month presentation tour to colleges and units by the ULC Chairs and Perry Collins.
- Council discussed how faculty work can be best re-purposed and shared.
- Council discussed if language could be sharpened to help clarify that faculty still own their work.
- Policy implementation feedback was sought by ULC and discussed by council.
- The policy was presented to the Research & Scholarship Council and APC feedback will be forwarded to them at their next meeting on November 19. Upon their approval, this item will be added to the December 9 & December 16 Faculty Senate Steering and Faculty Senate agendas, respectively, as an Information Item and at the January 20 Faculty Senate agenda as an Action Item.
- A motion to approve this policy carried unanimously.
- Please forward any follow up questions or any suggestions to tweak website language to Perry Collins perrycollins@ufl.edu or Josepha Cheong jcheong@UFL.EDU.

c. **[Terminally Ill/Posthumous/In Memoriam Degree Award Policies](#)** -

Angela Lindner, Associate Provost for Undergraduate Affairs

- A request has been made to grant a degree to a UF student in hospice. The specific case was discussed. The Foundation published an article relating to this student, Mariel White, and her goals at UF. The article can be viewed at: <https://www.uff.ufl.edu/gatornation/incredible-journey-mariel-white/>.
 - Currently, a student must complete 80 percent to be considered for a degree.
 - Unique concerns related to this degree conferral vs. a posthumous and in memoriam degree were discussed.
 - The Graduate School has a posthumous degree granting process but not for a circumstance such as this in which a student is terminally ill. Associate Dean Duncan will bring this information to Graduate Council and sees no general barriers to expanding their policy to match a university-wide policy. Because the timing defies normal consideration of a policy proposal, the Graduate School is strongly in favor of moving forward with granting a degree in this specific case and establishing specific policy details later.
 - A policy must clearly establish all criteria and its language should reflect that any request goes through a rigorous process. This will aid in reflecting the legitimacy of such a degree.
 - While it is understood that there will be individual nuances for individual cases, proper documentation to clarify that a student cannot truly return to the university to complete their degree is essential.
 - A student must be in good standing for consideration of such a degree.
 - Please share this draft policy with your colleagues and bring feedback to the next council meeting.
 - A motion to grant the degree to Mariel White carried unanimously.
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- UF does not have a similar policy or mechanism for posthumous faculty promotion or tenure. A request for more information has been made relative to Dr. Patricia Hilliard-Nunn who passed away in August 2020. More information would be helpful to identify the purpose of such a policy (i.e. to recognize a deceased faculty member and their achievements, or could there be any helpful benefit related to HR, etc.?). Following preliminary discussion, council agreed that there is not a strong push to move forward with such a policy, including the level of discomfort in discussing any criteria for such a degree (i.e. placing a faculty member in a position of having to assess and discuss the weaknesses or merits of a colleague for promotion after they have passed away.)
 - Could it be helpful to be more inclusive by adding expanded criteria for the awarding of a posthumous degree?
 - The posthumous policy was discussed, and it was agreed to leave as is to allow for less restrictive interpretation or execution.

- d. [Attendance Policy](#) – Angela Lindner, Associate Provost for Undergraduate Affairs
 - This will be discussed in November.

4. Old Business

- a. **Canvas Syllabus Template / [Syllabi Statement](#) Update**
 - Council will discuss this item at November's meeting.

- b. **Post Tenure Review –**
 - Following next week's Steering Committee meeting, Chair Scholtz will share additional information with council regarding a Post Tenure Review Ad hoc Committee.

5. Adjournment

- The meeting adjourned at 11:12 a.m.