

ACADEMIC POLICY COUNCIL (APC) Minutes

Tuesday, September 27, 2022

9:45 a.m.

239 Tigert (Provost's Conference Room)*, or if needed, via Zoom:

<https://ufl.zoom.us/j/99931047576?pwd=a3VYQWFMWnZydlIXWGw2ZE1oV3hrUT09>

Meeting ID: 999 3104 7576 Passcode: 849766 Dial: 301-715-8592

Present: Richard Scholtz, John Krigbaum, Tom Kelleher, Chris Hass, Amanda Phalin, Laurie Bialosky, Crystal Marull, Nancy Clark, Josepha Cheong, Vandana Baweja, Angela Lindner, Karen Whalen, Norman Beatty, Deborah Mayhew, and Ryan Yang.

1. Call to Order – Richard Scholtz, APC Chair

- The meeting was called to order at 9:48 a.m. by APC Chair Richard Scholtz.

2. Approval of April 22, 2022 and August 4, 2022 Minutes

- The minutes were approved.

3. APC Mission – The mission of APC was reviewed:

Academic Policy Council Responsibilities:

This council's area encompasses educational policy, including the creation, modification, or deletion of academic programs and units; curriculum; academic standing; relationship of academic units to each other; general policies concerning student instruction; and policies defining academic requirements for administrative positions of academic significance.

4. Old Business

a. Post Tenure Review – Amanda Phalin, Faculty Senate Chair

In mid-September, BOG shared with UF Faculty Senate Chair, a working draft dated 9-14-2022 that outlined proposed new regulations regarding post-tenure review. The APC review of the BOG (Board of Governors) regulation was to advise the ACFS (Advisory Council of Faculty Senates) discussion rather than to suggest university regulation amendment.

The 4-page draft was reviewed using screenshare (via Zoom), section by section, with the goal to provide discussion/feedback with concerns, identify redundancies in BOG recommendations that are already practiced routinely by UF, and to provide suggested 'track changes' to working document. Deliberation was coordinated by the APC chair, and APC members and the following recommendations were made, for further consideration by the Faculty Senate Chair.

Discussion focused on the extent that the document seemed outside of the scope of standardized procedures for evaluating UF faculty post-tenure. Current policy is to review post-tenured faculty every seven years by College and Department Chair, with input from advisory committees (when available). Discussion of potentially clarifying benchmarks to avoid 'all or nothing' language in terms of faculty sustained success. Further concern was expressed with respect to how specifically faculty packets/evaluations were to be used for disciplinary purposes, outside of original intended purpose. Would that require redrafting of UF policy, for example?

Specific suggestions begin on page 2 of the document.

Due mainly to redundancies and intent, a motion carried to focus on item #'s 1 and 3, and remove item #s 2, and 4-7. [2=professional conduct; 4=unapproved absences; 5=bias in teaching; 6=substantiated student complaints; 7=other relevant measures of faculty conduct]. Suggested to rephrase #3 to emphasize positive role and requirement of all UF faculty to adhere to Florida state law (including laws of discrimination?). Item #'s 1 and especially # 3 could then be reworded to emphasize positive steps already in place that UF adheres to in practice, regarding disciplinary action, for example, per the CBA.

CBA language 'in place' clarifies procedures currently in place to oversee sustained success of its faculty. *'Perform appropriate duties assigned by the University and observe applicable state and federal law and applicable published College, University, and Board of Governors regulations, policies, and procedures.'*

Additional motion carried, for page 3, item (4)(d) to replace 'may' with 'shall' (top of page)

Positive outcome of working draft is new language of BOG allowing institution to recognize/recommend merit/award for positive post-tenure review, which may provide new tiers for promotion.

Additional motion carried, on page 3, (5)(c) second sentence, to add clause regarding Performance Improvement Plan whereby, *'In consultation with the faculty members department chair, in consultation with the faculty member,* shall propose a performance improvement plan to the chief academic officer.

- b. Canvas Use Policy** – Chris Hass, Associate Provost for Academic & Faculty Affairs
 - Discussed with University IT Committee the need for UFIT to vet and clear third party platforms (such as Slack). Examples of minimal Canvas use violations were discussed.
 - A student success pilot program to identify academic at risk students; their

grade in the fourth week of the semester is a primary predictor of their final course grade.

-Friendly amendment to wording, to include 'maintaining and or communicating student grades for the student.

c. Canvas Syllabus Template / [Syllabi Statement](#) Update – Ryan Yang, Associate Director, Academic Technology

- Due to time constraints, this item will be discussed at next month's APC meeting. Determining 'required' versus 'recommended' language will be discussed then as well.

5. New Business

October/Fall Topics:

- o Review of [Syllabi](#) Recommended and Required Language
- o Other

6. Adjournment

- The meeting adjourned at 11:20 a.m.

Minutes Submitted by APC Member John Krigbaum.