

RESEARCH & SCHOLARSHIP COUNCIL Minutes

Friday, March 5, 2021

Noon

Via Zoom:

<https://ufl.zoom.us/j/94392656214?pwd=L3hMaklycmVrS3pJcnNRdThydk5qQT09>

Present: Keith Rambo, Sylvain Doré, Paul Duncan, Amanda Phalin, Hannah Norton, Jason Byrd, Jonathan Orsini, Laurie Bialosky, and Ralf Remshardt.

I. Call to Order

- The meeting was called to order at noon by Chair Rambo.

II. Approval of February 5, 2020 Minutes

- The minutes were approved.

III. Council Chair's Report

- Provost Glover discussed UF Health's vaccination updates and indicated it is best to obtain your vaccination as the opportunity presents itself. The University Constitution & Regulations Committee are presenting two amendments at the next Faculty Senate and a third amendment was referred back to the UCRC by the Steering Committee for further review. VP of UF/IFAS, Scott Angle will present a diversity example to Senate and the Welfare Council Chair Sarah Lynne will also present DEI recommendations gathered by faculty through Faculty Senate. Academic Policy Council Chair will share information on peer/student evaluations. Budget Council heard a presentation from the UF Foundation and Infrastructure Council continues Campus Master Plan conversations.

IV. Administrative Liaison/Contributing Committee Chairs Updates

Graduate School - Paul Duncan

- Dean Hank Frierson is leaving his role as the Dean of the Graduate School and this search is still underway. The Graduate School has completed data collection from all PhD programs on campus regarding program decisions as to whether or not to use GRE scores. The Office of Admissions is now processing this data. There is currently an emergency waiver through fall 2021, in which GRE scores use is waived. A yes no decision for every UF PhD program has been received, so UF is on track for any needed Spring 2022 adjustments.

University Libraries Committee (ULC) - Angelos Barmpoutis

- There are no new updates on the author policy last discussed at council, but it will be discussed at the next ULC meeting. This policy could be enforced with faculty with an opt out option. Alternatively, it will not apply to everyone and each faculty member must enroll to opt into this policy. A best guess of current responses is that about 60 percent support the opt out option but these percentages tend to vary within unit. Other peer institutions preferences and policy rationale were discussed. The Faculty Senate Chair also requested if libraries could provide guidance on how to avoid predatory publishing and Angelos shared a one-page document. This topic has been presented to different bodies.

V. Graduate Student Feedback on Promotion & Tenure (P&T) - Jonathan Orsini, Graduate Council President

- The Student Graduate Council met and discussed a number of topics, including the engineering student who committed suicide in 2019, which was reported in the news. A faculty member was accused of creating a toxic work environment and UF has suspended him due to independent agencies finding him to be at fault. Students are now asking about how to best handle any hostile and intimidating behavior by faculty advisors and are interested in any opportunities to offer opinions in the P&T process, learn more about mentoring, and how to help facilitate a healthy work and academic environment for students and faculty. Jonathan shared a survey reflecting that about 20 percent surveyed indicate that they are receiving below average mentoring. Further demographic exploration is needed, including identifying if this is persistent with minorities or in any particular field. Two separate surveys were completed and two CALS examples were given; lab sciences fields received lower scores and social sciences scored higher in units. However, the results were inverted when faculty were asked to self-assess their mentorship. A survey about teamwork was discussed and women tended to be more unhappy with mentoring and typically international students tended to not score mentors low, perhaps due to cultural differences where in which there may be a reluctance to harshly judge a mentor or someone of a higher rank than themselves. Jonathan continues to work on these surveys and currently 480 responses are still in need of analyzing. A [NACTA Article](#) is also being forwarded to share with council.
- Senator Phalin is serving on a committee which is working on a new online quick reporting system. The Collective Bargaining Agreement (CBA) does mandate some restrictions as to what may or may not be included in the P&T process, but it is still possible to explore various faculty performance methods and processes.
- 360 evaluations which allows employees to receive confidential, anonymous feedback from peers, managers, and via direct reports, are used in the Warrington College of Business.

VI. Statement on Student Evaluations of Faculty – Amanda Phalin

- The below statement, which may be presented as a resolution in its final form, was reviewed and discussed. Faculty evaluations by students affect the P&T holistic process. This statement focuses on research and aims to help research faculty identify how best to focus their time in balancing teaching and scholarship within the research enterprise.

Draft for review by Faculty Senate councils 03.2021

Statement on the Impact of Student Evaluations of Faculty

There has been a consistent demand for universities to promote equity for women and underrepresented minorities (URM). Despite the fact that a considerable amount of scientific evidence indicates that student evaluations of teaching contain bias against women and minority faculty, it is common practice to rely heavily on these evaluations for major personnel decisions.

This creates an undue burden on URM faculty, limiting their academic advancement in both instruction and research, while at the same time reducing the number of role models for underrepresented/ minority students. In addition, data show that, due to lower teaching evaluations, URM faculty allocate more time trying improve instruction, to the detriment of their research responsibilities, thus further impacting their opportunities for promotion.

Here at the University of Florida, our administrators, who are in the position of evaluating faculty performance, recognize the inherent biases embedded in student evaluations of teaching, as well as the fact that these evaluations can cause negative impact in non-instructional areas of work, e.g., research. Thus, we are committed to incorporating more holistic measures to promote gender and racial equity in the process of evaluating teaching effectiveness of all faculty, particularly female and URM faculty.

The Council is working to create a list of recommendations for College and University T&P committees to be circulated in the near future. AND/OR The Council is working to draft a Senate Resolution with specific policy recommendations for approval.

Backgrounders:

American Sociological Association (September 9, 2019):

https://www.asanet.org/sites/default/files/asa_statement_on_student_evaluations_of_teaching_feb132020.pdf

Inside Higher ED (September 10, 2019)

<https://www.insidehighered.com/print/views/2019/06/24/relying-often-biased-student-evaluations-assess-faculty-could-lead-lawsuits-opinion>

Inside Higher ED (June 24, 2019)

<https://www.insidehighered.com/print/views/2019/06/24/relying-often-biased-student-evaluations-assess-faculty-could-lead-lawsuits-opinion>

VII. Old Business

-Electronic Lab Notebooks (ELN):

- <https://unizin.org/>, an alliance of large universities which use Canvas and integrate teaching technologies, was discussed. This consortium provides additional leverage with vendors and last year was chaired by Chief Information Officer (CIO) Elias Eldayrie. Chair Doré relayed that Chief Compliance Officer Terra Dubois has discussed ELN's with him and has expressed strong support of this product, which could assist in addressing compliance issues.

- An enterprise license would cover UF staff, faculty and students.

-The Reproducibility Librarian can be invited to speak to council. Past Council Chair Hannah Norton will contact him and will copy in Chair Rambo when determining his availability.

VIII. New Business

- Ralf Remshardt is retiring and therefore resigning the remainder of his term (through May 2022) and his roster page information will be updated by the Faculty Senate Secretary.

Election of 2021-2022 Research & Scholarship Council Chair

- This election will take place next month. Please consider nominating yourself or a colleague.

Items from the Floor

- No additional items were raised from the floor.

IX. Adjournment

- The meeting adjourned at 12:51 p.m.