

Faculty Senate Steering Meeting Minutes
October 6, 2016 3 – 5 p.m.
Tigert 226

Attendees: Jeannine Brady, Catherine Clark, Sylvain Doré, Valrie Minson, David Quillen, Susan Schaffer, Ana Spiguel, Nicole Stedman, Ray Thomas, and Ann Wehmeyer. Guests: Jodi Gentry, Vice President of Human Resources and Paul Duncan, Sr. Associate Dean Graduate School.

Nicole Stedman called the meeting to order at 3:01 pm and the September 8th minutes were approved.

Chair's Report

Nicole Stedman, Chair

- There is a request for faculty input on university cancellations, closures, and changes.
 - Over the next year, we need input to seek the effect on faculty.
 - Ray – We need a better plan to address congestion issues. We need a way to effectively move everyone off campus.
 - David - A change was made by allowing dismissal at 3:00 pm.
- October 17th is the first distinguished professor lecture (**Francis Butts**). Flyers are coming soon.
- Nicole is working on the Academic Freedom and Responsibility symposium.
 - Working on a list of possible panel members.
 - Would it be a good idea to invite Bruce Welt?
 - He recently had a discussion about academic freedom – allowing students the freedom to discuss certain topics freely and allowing faculty to teach freely.
 - Nicole would like for it to be a broad conversation.
 - The event will be held on October 27th at 3:30-5:00 in Emerson.
- Open comments during the Senate meetings:
 - If there are any issues or concerns about the President not being in attendance at our meetings, we will address that appropriately with perhaps a recorded presentation.
 - David Quillen – We have rules and we need to review those rules with the Senate. Conversation needs to be short and concise to make the process more efficient.
 - Nicole – We need to consistently reinforce the 3-minute guideline, while being mindful of trying to keep to what they are trying to communicate.

Post Doc Salaries

Jody Gentry, Vice President of Human Resources

- The Fair Labor Standards Act governs eligibility for overtime over 40 hours worked.
 - Certain types of jobs exempt us from the Fair Labor Standards Act:
 - Faculty and certain staff level jobs.
 - There is a salary threshold.
 - A certain level of job and make a certain level of money in order to be exempt and not allowed overtime pay.
 - Salary threshold used to be \$23,660 annually. The new threshold is \$47,476 annually.
 - Cannot be prorated.
 - It can be adjusted based on a weekly rate.

- Annual rate cannot be cut in half.
 - This will change (increase) every 3 years.
 - Some employees were exempted (teachers, tutors, instructors, lecturers)
 - The department of labor was very clear about who could not be exempted
 - Post docs were in that group that could not be exempted
 - Just under 1,800 UF employees were impacted
 - 500 Post docs
 - 1200 Staff
 - 72 Academic Personnel
- The salary gap –was over \$13 million (what they are currently making to what they need to make)
 - The senior leadership made the decision to make an investment in our post docs.
 - Looked at peers like FSU and realized that in terms of what we were trying to accomplish, the post doc position is a transitional time to lead to a faculty position whether at UF or another institution.
 - We were concerned about compliance.
 - Time may not be accurately reported (post docs would be putting in more time, but not reporting overtime).
 - We did not want to put ourselves at a disadvantage when attracting post docs.
- This decision will put us in a great advantage.
 - Ray – We have an oversupply of PHD's. This new move will allow them to have a living wage.
- The university will cover a portion of these salaries for the first year.
 - Provost 112 post docs
 - HSC 200 post docs
 - IFAS 155 post docs
 - Norton 1 post docs
 - Sylvain - The IDC for post doc was \$4.4 and is now \$20.4. So now I have to pay a post doc \$20,000 more per year. This is a significant burden for the P.I.
 - Jody – this is a federal requirement, and we understood that there was a possibility for issues. I appreciate your perspective, but it was basically out of our hands.

Department of Behavioral Science & Community Health, PHHP

**Paul Duncan, Sr. Associate
Dean Graduate School**

- This history is that before UF got into the health world at all, we had a department named The Department of Rehabilitation Counseling. When that college made its foray into public health over a decade ago. Accreditation requirements were required, so the name was changed to Behavioral Science & Community Health. Then they decided that certain core areas were no longer required, and at the same time several faculty left. They no longer needed it and decided to close it. They were very meticulous in protecting students and faculty. There have been no negative outcomes by its closing. This proposal came to the graduate council and was thoroughly vetted. This will now go to senate to support the closing of the department.
 - There will be an emphasis that no faculty were harmed in the decision to close the department.

Council Reports

Research & Scholarship Council

Valerie Minson, Chair

- A push to bring the University of Chicago letter forward.
 - Compare documents and come back with the deficiencies.
- Nicole – I would like to hold off on recommendations before we craft the document.
- Online IRB training module.
 - Recommendation is to create a survey at the end of the module. This is still in discussion and they are moving forward.
- We reached out for input for a RIM system.
 - There is varying cost and is very organized.
 - We are seeking resolution.
 - Nicole – For resolutions, you will need to formally write up something and present it to the group. It would come back to this group and then could be presented to the faculty senate.
- We have postponed the multi-institutional support training.
- Request to explore the predatory “general” email that faculty receive daily.
 - We reached out to UF IT to see if we can block the spam.
- Added Later, formally presented resolution, SCORS requests a Provost endorsed investigation of Research Information Management Systems (as a follow up to the formally requested committee-reviewed final report, written in December 2015) with an established and communicated timeline for its implementation. The selected software should meet criteria established by the administrators and faculty members such that it facilitates the work and decreases the administrative burden for all.

Infrastructure Council

Ann Wehmeyer, Chair

- We plan to make some recommendations for faculty online training.
 - ADA compliance and style sheets.
 - Nicole – Once council makes the proposal, we can send it to the other councils before we make the final recommendation to Bob.
- Good spaces on campus.
 - They considered survey, but it was not practical.
 - The recommendation would be for every department to have a room reservation page.
 - There is a tool on campus that some use (EMS Tool for Resource Scheduling). This will be expanded for the registrar and a new license will be purchased to make this tool available across campus.
 - Someone would have to go around and collect the data on the rooms.
- Delays of purchase and installation of software – several people have now been hired and there is now a tracking tool to see where your job is on the list

Academic Policy Council

Susan Schaffer, Chair

- Angela and Lynn met on the 12-day rule.
 - It is legal and okay for the athletes to be gone.
 - She is sending out a memo to remind faculty of the by-laws.
 - We spoke about religious holidays.
 - If the student requests this, we should be reasonable in allowing the student to make up the work.

- Ray – There is an academic honesty component involved. There is always a chance that students can disclose exam information to other students. This should be refreshed.
- Nicole – it is our role as faculty to provide students with the support that they require.
- Faculty Evaluation – the required 10 questions are not mandated; they are only adopted by the university.
 - They are different in quality and level.
 - If these questions change, they must be adopted by the whole university.

Welfare Council

Ray Thomas, Chair

- We had a discussion about how faculty feel valued.
 - Concerns that came out of the climate survey.
 - Requesting more sunshine in regard to the tenure process.
 - Women faculty are expected to mentor the female students of male faculty.
 - A concern that women earn less than male peers.
 - Often women do not negotiate high salaries.
 - There were concerns that departments do not like ambitious women.
- A need for funding of counselling services
 - 27 percent of the students are coming to the university with behavioral diagnosis.

Final Comments

Nicole Stedman, Chair

- In a recent conversation with Dr. Fuchs, I discussed future opportunities to bring more faculty to the President’s box. If there are faculty that have made unique contributions to the university, they should have an opportunity to be invited to the box. Ken has asked Nicole to work with Jane Adams and Tom Mitchell to find open dates where these faculty can be invited.

The Steering Committee approved the October 20, 2016 Faculty Senate agenda.

Meeting adjourned at 4:37 p.m.