

Senate Steering Committee Minutes
September 6, 2018
3 – 5 p.m.
Tigert 226

Present: Katie Vogel Anderson, Suzan Alteri, Frederick Southwick, Ana Spiguel, Ray Thomas, Laurie Bialosky, Joe Glover, Sylvain Dore, Rick Stepp, Ann Wehmeyer, Melissa Johnson, and Patricia Sohn.

Call to Order **Katie Vogel Anderson, Chair**
The meeting was called to order at 3:03 p.m.

Approval of the [August 9, 2018 Minutes](#) **Katie Vogel Anderson, Chair**
The minutes were approved.

Reports

Chair's Report **Katie Vogel Anderson, Chair**

- o Honorary Degrees and Distinguished Awards nominations are due October 1st. A campus-wide email to solicit nominations was sent earlier and a reminder email will be sent again. Details regarding the awards and nomination process are at:
<http://fora.aa.ufl.edu/FacultySenate/Committees/Honorary-Degrees-and-Distinguished-Awards-Committee>
- o Standing items - Retirement, DSOs
 - a. Updates will be provided later this Fall regarding the findings of the Sibson consultant group, which was hired by Human Resources.
 - b. VP of Development and Alumni Affairs, Tom Mitchell, and VP of Research, David Norton, have agreed to and named faculty representatives on their area's DSO.
 - i. The Chair will follow up on who is chosen and what the process is to move forward.
 - c. The status of a faculty representative on the UF Health/Shands DSO is to be determined.
- o New Faculty Orientation
 - a. Human Resources is creating a new faculty orientation program, entitled [Experience UF](#), which will take place throughout the academic year.
 - b. The Faculty Senate Chair and Senators who are available are invited to attend a program on 10/10/18.
- o The Commencement Task Force has been named. The first meeting was held on August 24th. The Senate Chair is serving on the task force which meets again tomorrow, September 7th.
- o The Faculty Senate Chair and Chair-Elect will attend the [Advisory Council of Faculty Senates \(ACFS\)](#) meeting next week at New College of Florida in Sarasota.
- o An emailed membership invitation from the [Coalition on Intercollegiate Athletics \(COIA\)](#) has been received and the chair has followed up with Faculty Senate liaison and [Intercollegiate Athletics Committee](#) Chair, Dr. Michael Sagas, as well as with Provost Glover and President Fuchs, regarding possible benefits of joining this organization. The Senate Chair will meet

with Dr. Andy McCollough to continue the discussion. UF has provided a representative to this coalition in the past.

- o Many questions were entertained at the August Senate meeting regarding the [new course evaluations system, GatorRater](#), pilot. More discussion will take place after additional data is collected and an informational meeting may be held. Senate and Steering Committee inquiries included: the transition between the former course system (GatorEvals) and the new system, particularly in relationship to faculty entering the promotion and tenure process, and how various metrics will be applied. Dr. Glover addressed the use of student evaluations in the P&T packet as supplemental evidence in the overall P&T submission and assessment.
- o Dr. Amy Vigilante, Director and Chief Curator of the University Galleries and Director of UF Art in State Buildings, has provided brochures to the Senate to share the latest offerings of the galleries. It was agreed to invite her to the Senate to talk about future shows. She has coordinated the selection and installation of new art pieces in the (Tigert 134) Senate office.
- o Three Distinguished Professors have been named and invited for lectures, which will take place directly after a Senate meeting, in the Reitz Union Chamber:
 - a. William Hager – College of Liberal Arts and Sciences
 - b. Krista Vandendorne – College of Public Health and Health Professions
 - c. Simon Phillpot – College of Engineering
- o The chair is scheduled to attend one of each of the council's meetings this Fall.
- o UFPD is sending a representative to the Senate meetings as a resource and partner for questions regarding campus safety. This is currently the practice for student senate meetings. Major Bart Knowles is available for the September and October meetings.

Provost's Report

Joe Glover, Provost

- o A search is underway for a new Director for the Center for Latin American Studies. CLAS Dean Dave Richardson will chair the search committee.
- o At the September Senate meeting, the Provost will discuss the topics of UF Platform for Life, including the [Platform for Life video](#) which may also be used as a recruitment video for undergraduate admissions, and the UF 'moon shot' initiative.
- o Provost Glover requested and it was agreed to invite Assistant Provost and Director of Institutional Planning and Research, Dr. Cathy Lebo, to present Discovery Suite to the Senate this month. The Provost provided a brief overview of Dr. Lebo's talk. She will demonstrate the new discovery tool which will roll out this month and which the deans viewed in August. The tool will help connect internal and external researcher collaborators and will also demonstrate the depth of UF's vast research network to both internal and external stakeholders.
- o Deans have received approximately 250 authorizations for faculty hires. While the Deans have received hiring approval, the colleges have agreed to provide physical and financial support for the new hires; onboarding, space, and start-up funding of new hires will need to be addressed by deans, directors, and department chairs. The Provost also answered an inquiry about trailing spouse policies in respect to faculty recruitment and how it may shape departments. As part of the management process which Associate Provost for Academic and

Faculty Affairs, Chris Hass, coordinates, unit chairs are required to submit a spousal hire form, which discloses the relationship, for review and approval by the Provost's Office.

Introduction of Office of the Chief Diversity Officer

Antonio Farias, Chief Diversity Officer

This item was approved. Antonio will present to Senate the Office of the Chief Diversity Officer's vision, goals, office structure, and planned efforts to effect positive change and to nudge beneficial culture changes to provide the best environment possible for faculty, staff, and students. Antonio serves on the President's cabinet, is UF's first Chief Diversity Officer, and has spent time talking with various colleges to help sculpt effective diversity and inclusion practices at UF.

Council Reports

Infrastructure Council

Ann Wehmeyer, Interim Chair

The council last met in April and will meet later this month when a new chair election will take place.

An overview of the council responsibilities were given, namely that it supports infrastructure as it relates to the university's academic mission, including the provision of physical facilities and other physical resources; libraries; information technology; the campus master plan; and the availability of adequate computer, classroom, laboratory and other resources.

If Steering Committee members have any issues now or if you anticipate any, please forward them to the council.

Welfare Council

Suzan Alteri, Chair

Council will meet on September 17th and will work on topics which include mentoring and leave issues, including parental leave. Council members are being asked to bring topics of interest to the upcoming meeting.

Research and Scholarship Council

Sylvain Doré, Chair

Topics which will be explored by SCORS this year include:

- Defining team science or scholarly collaboration to establish a uniform and potential path to promotion to help with faculty retention.

- Reviewing benefits discrepancies between post-doctoral fellows vs. post-doctoral associates and reviewing solutions from other peer institutions.

- Continuing work with the Provost Office on how to best document and catalog annual evaluation letters

- Exploring effort reporting changes

- Defining the best way to increase competitive research applications

University Libraries Dean, Judith Russell, presented to SCORS and received a Senate invitation in the Spring. Due to schedule conflicts, she is able to present to Senate only this fall. SCORS is interested in hearing how the library has changed in the past five years and how it has impacted librarians and what is available to faculty and students.

SCORS reviewed and approved a team science/scholarship criteria draft at the last council meeting in May. The draft was authored and presented by Marian Limacher, College of Medicine Senior Associate Dean for Faculty Affairs and Professional Development. College Council and Assembly Chairs were invited to the May SCORS meeting to help brainstorm and Angel Kwollek-Folland made suggestions on how to best move the plan forward. The draft will be re-circulated to the colleges and peer university practices, protocols and how they were developed and established, will be examined.

Additional council items of interest are welcomed.

Academic Policy Council**Patricia Sohn, Chair**

The first council meeting will be held Friday, September 28th from 10:30 a.m. to Noon in 239 Tigert Hall. On the agenda thus far is a presentation from Associate Provost Chris Hass's office regarding the new student course evaluations system and a presentation from Dean Gerry Altamirano of the Disability Resource Center (DRC) regarding students and accommodations.

In general, the council welcomes input from faculty and chairs regarding items that they think might be considered by the Academic Policy Council. The council intends to be a grassroots or faculty-based body this year in which the concerns or interests of faculty (within council purview) are considered and then passed along, as appropriate, to the Senate Chair or others. If anyone has agenda items to add, particularly for subsequent meetings, please do be in touch with the council chair or other members of the Academic Policy Council.

Council meetings will be held in 239 Tigert on the last Friday of each month through November. The December 14th, and November meetings will be held in Tigert 123.

Approve [September 27, 2018 Faculty Senate Agenda](#)**Katie Vogel Anderson, Chair**

This item was approved as amended to add Dr. Cathy Lebo's Discovery Suites presentation as an Information Item following the Chief Diversity Officer's presentation.

The meeting was adjourned at 3:54 p.m.