

Senate Steering Committee Minutes

April 1, 2021

3 p.m.

Via Zoom:

<https://ufl.zoom.us/j/96320242194?pwd=REJOVyt3MXJGUU5Vd2ptSEJkd3g3Zz09>

Present: Sylvain Doré, Joe Glover, Youssef Haddad, Julie Johnson, Cammy Abernathy, Kent Fuchs, Hans van Oostrom, Richard Scholtz, David Bloom, Michael Sagas, Laurie Bialosky, Juan Claudio Nino, Taylor Rose, Sarah Lynne, Kevin Vincent, Ray G. Thomas, and Rick Stepp.

Call to Order

Sylvain Doré, Chair

- The meeting was called to order at 3:00 p.m. by Faculty Senate Chair Doré.

Approval of [March 4, 2021](#) & [March 17, 2021 Minutes](#)

Sylvain Doré, Chair

- Both minutes were approved.

Reports

• **Chair's Report**

Sylvain Doré, Chair

- The nomination deadline for Faculty Senate Chair-elect was yesterday and there are two candidates.
- Additional (faculty at large) nominees are needed for two Presidential Committees. Seven seats are open for the LGBTQ Committee and five for the ROTC.
- COVID numbers increasing exponentially due to mutants creating a third wave. UF has been able to secure a large vaccine supply and encouragement for all to vaccinate is needed. There is still some risk following vaccinations. A recent British report also showed that people who get immunized have no protection for twelve days and about ~74% protection after thirty days.
- A follow-up on the resolution, which was presented to the Board of Trustees and approved at the last Faculty Senate meeting, was made. Bill (SB 264 HB 233) is expected to pass. It has been slightly modified and is essentially about recording in class and distributing ideological surveys. The Advisory Council of Faculty Senates (ACFS) hosted a few staff members and elected representatives at its meeting Friday and proposed:
 - The implementation of a friendly amendment: "Students may record in classrooms, except as prohibited by university policy, or exempted by deans or department heads for legitimate pedagogical or privacy-related reasons."
 - Inviting political leaders with a wide range of ideological values to speak on State University System of Florida (SUS) campuses to help demystify teaching practices.
- The suggestions were positively received and continued, active ACFS participation was encouraged.
- Additionally, Chair Doré asked SUS Chancellor Marshall Criser about mandatory student vaccinations. Chancellor Criser noted the current usage of the FDA and Emergency Use Authorization and will follow up on this topic.
- Some ACFS members shared that they have received faculty comments that faculty prefer terminology of 'online live teaching' as opposed to 'hyflex teaching'.
- A proposed Senate agenda amendment to include an 'In Memoriam Webpage' Information Item was made. A new web page is being added to the Faculty Senate website to post faculty memorial notices. UFIT has designed the page and it will be solely maintained by a memorial notice system input from each Dean's Office. Each Dean will assign an individual from his/her office to submit and approve each memorial page/notice. Chair Doré requests that Provost Glover add this item to an upcoming Dean's Meeting agenda.
- Following the Chair's Report, the committee asked College of Pharmacy Dean Julie Johnston to informally address some vaccine hesitations and these were mentioned: a defacto antivaccination community exists; the speed with which the vaccine was rolled out (although the worldwide attention, effort, and money spent makes this a different vaccine scenario than is typical); misunderstandings that the vaccine is gene therapy or that it is a government tracking system, although it is not; allusions

of safety after one year of having successfully avoided a COVID; and this may be challenging to address; belief that being young and healthy negates the need for a vaccine. Dean Johnston also shared encouraging vaccination signs, including that the sign-up for Monday's vaccinations at the stadium filled in 90 minutes.

- **President's Report**

Kent Fuchs, President

- UF Health has plans to vaccinate the core Alachua county community at the stadium, with a goal of as many as 5,000 per day and 20,000 per week over the next six weeks. Please encourage all to register for vaccinations.
- There have been inquiries about UF mandating vaccines or requiring a vaccine passport. Governor DeSantis has expressed opposition to the use of a vaccine passport in Florida.

- **Provost's Report**

Joe Glover, Provost

- A robust internal applicant pool has been received by the Graduate School Dean Search Committee. The three finalists are: David Reed, Nicole Stedman and David Mazyck. There will soon be an announcement of an open forum for faculty to participate in this search process.

Intercollegiate Athletics Committee (IAC) Report

Mike Sagas, Professor and Faculty Athletics Representative to the NCAA

- Mike Sagas screen shared the annual IAC Report. Updates to the Faculty Senate this month will include: that student athletes' GPA's and graduation rates are increasing; graduation success rates and how they are calculated; APR metrics, what they mean, and that UF is in the top third of the country; and impending discussions and actions regarding the NCAA Name, Image, and likeness (NIL) rules. Athletic Director Scott Stricklin will contextualize some of this information, including COVID updates, at the May Senate meeting.

Successful College Collaborations Series

Cammy Abernathy, Dean

Herbert Wertheim College of Engineering

Julie A. Johnson, Dean

College of Pharmacy

- Dean Abernathy provided a snapshot of collaborations including education certificates in AI, and the exploration of both a Master of Sciences in new AI systems, and an interdisciplinary PhD in AI. The Electrical and Computer Engineering Department has been collaborating with agriculture via grants received from the distinctive Engineering Research Centers (ERC).
- The College of Pharmacy has focused its collaborative efforts on a range of items – from the discovery of new drugs to basic science. One large collaboration example involves 100 percent of tenure track chemistry faculty, who are PI's, working on collaborative grant applications; a T32 in chemical biology has been awarded.

University Curriculum Committee (UCC)

Angela Lindner, Associate Provost

Undergraduate Affairs

- [Creation of New Department of Physical Medicine & Rehabilitation \(PM&R\)](#)

- UCC Co-chair Youssef Haddad introduced Kevin Vincent, the John H. and Mary Lou Dasburg Chair in Physical Medicine and Rehabilitation, who reviewed a summary of the proposed new department.

- [IDEA Resolution and Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Action Items: A Living Document](#)

Sarah Lynne, Chair, Welfare Council

- This document enumerates immediately identifiable IDEA action items which would be completed by UF departments/units, and/or administration. Some of the 23 actionable items will take the form of communications made across the institution; in professional and award development; and enhancement of faculty representation and the faculty experience. The document was developed, with faculty input, in the Welfare Council, and will not be static, but will instead be a living document to be reviewed and updated annually by the Welfare Council.

- Chair Lynne also shared the [IDEA resolution](#), which was approved at the last council meeting, to be presented to the Faculty Senate.

- Following committee input regarding the need to clarify if the document is a statement of principle or of

actions, it was agreed that because the intent is to have faculty identify important actions needed, this list will reflect faculty priorities. Faculty Senate would then reach out to different entities when an action item falls under their domain.

- A motion carried to conditionally approve the resolution, to ensure an explanatory preamble is added. Chair Lynne will complete the update by the Thursday, April 8th required posting date.

Council Reports

Infrastructure Council

Richard Scholtz

- VP for Business Affairs Curtis Reynolds discussed deferred maintenance at the last council meeting. Specific challenges and comparisons to SUS and peer institutions were reviewed. Council has invited him again to discuss the shared governance structure of the Architectural Review Council (ARC) and how decisions are made in relation to other joint committees, such as the Land Use and Facilities Planning Committee. Chair Scholtz will provide an update on the conversation at the April 29 Steering Committee meeting.

Academic Policy Council

Hans van Oostrom

- Peer evaluation of teaching was the main topic of discussion at the last council meeting. A rubric and guiding document identifying essential principles on how to conduct peer evaluations, has been shared with Welfare Council, who suggested some amendments last week. The framework provides flexibility for unit-specific usage and includes a number of rubrics as examples. The document and its feedback will be reviewed at the next council meeting and then, to raise faculty awareness, it will be presented to the Faculty Senate.

Budget Council

Ashley Ghiaseddin

- Council hosted Shannon Edwards, University Benefits Director, to review how UF benefits compared to other institutions. While strong health insurance options are offered, improvements could be made in leave and retirement options. Florida Retirement System (FRS) options were discussed, including the pension plan; the investment plan; the 403b (Fidelity) plan; and the voluntary 457 deferred compensation plan. The university has dedicated benefit representatives in Ocala and Orlando and the State University System Optional Retirement Program (SUSORP) plan will be going out to bidders soon. PTO and paid family leave were also discussed, including that there is no finalization of new leave plans, as HR will continue conversations with Faculty Senate as to when that may occur.

- The Steering Committee briefly discussed the recent history of the state of Florida's mandatory employer contribution. Chair Doré requested that Chair Ghiaseddin contact Human Resources and collect such numbers from comparable institutions.

Welfare Council

Sarah Lynne

- Council continued development of the IDEA document and resolution and discussed parental leave at its March meeting. Council is interested in hearing childcare updates from UF Human Resources.

- Chair Doré noted that follow up with UFHR could also be made related to the Employee Assistance Programs (EAP) and ensuring that it meets the needs of the entire campus community.

Approve [April 15, 2021 Faculty Senate Agenda](#)

Sylvain Doré, Chair

- The agenda was approved as amended to include a 'Faculty Senate Memorial Web Page' Information Item.

Adjournment

Sylvain Doré, Chair

- The meeting adjourned at 4:44 p.m.