

**Senate Steering Committee Minutes**

**December 10, 2020**

**3 p.m.**

**Via Zoom:**

<https://ufl.zoom.us/j/95547782094?pwd=ZG9xdldDdUkyV2dlZ3FpV2R0OHluQT09>

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**Present:** Sylvain Doré, Joe Glover, Bonnie Moradi, Anne Donnelly, David Bloom, Doug Jones, Hans van Oostrom, Jennifer Moses, Judith Russell, Keith Diem, Keith Rambo, Laurie Bialosky, Ray Thomas, Richard Scholtz, Rick Stepp, Sarah Lynne, Mark McCallister, and Taylor Rose.

**Call to Order**

**Sylvain Doré, Chair**

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

**Approval of [November 5, 2020 Minutes](#)**

**Sylvain Doré, Chair**

- The minutes were approved.

**Reports**

• **Chair's Report**

**Sylvain Doré, Chair**

- Baby Gator childcare hours have been extended hours and openings for the accommodation of additional children are being made by January 2<sup>nd</sup>. Trustees O'Keefe and Doré, Baby Gator Director Stacy Ellis, and VP of Human Resources Jodi Gentry continue discussion on the need to upgrade the facility.
- The Chair has focused on the graduate student experience and has found the Board of Trustees (BOT) to be supportive of this prioritization. Trustee Patel has been assigned to investigate how to best do so. Councils Chairs are asked to submit suggestions on how to improve the graduate student experience to [FacultySenateChair@ufl.edu](mailto:FacultySenateChair@ufl.edu).
- There will be a net loss of 340 graduate student housing units due to the Campus Master Plan recommendations. The Board of Trustees (BOT) has just approved a 4.5% fee increase per year, for the next five years, to help cover the university's cost of maintenance and other housing expenses.
- Following the death of George Floyd, the Chair would like a bullet-point list of recommended actions, generated for and by the faculty, to help UF's black faculty. Please send recommendations to Welfare Council Chair Sarah Lynne who will tabulate these suggestions, which will then be reviewed by the Steering Committee and presented to Faculty Senate.
- There is a great deal of concern being expressed about face to face classes in the Spring, including worries that students are being virus super spreaders in the city and county. VP of Student Affairs D'Andra Mull and Sr. VP & Chief Operating Officer Charlie Lane are working with community leaders and police to help curb these anxieties and protect community members on and off campus.
- UF's hiring freeze has been removed. There will be 56 new Artificial Intelligence (AI) faculty openings.
- The draft furlough policy was discussed at the December 4<sup>th</sup> BOT meeting. Trustee Thomas Kuntz will lead this effort and discussion will continue at Monday's BOT Finance, Strategic Planning and Performance Metrics Committee meeting. Comments can be sent to the Faculty Senate Chair, who serves on this committee. College Faculty Councils and Assemblies have already shared extensive comments with Faculty Senate.
- Students may apply to [Aid-a-Gator](#) if they are having financial hardships, including funding for technology equipment or access issues.
- A link to assist with writing better and non-biased recommendation letters was shared: [https://csw.arizona.edu/sites/default/files/avoiding\\_gender\\_bias\\_in\\_letter\\_of\\_reference\\_writing.pdf](https://csw.arizona.edu/sites/default/files/avoiding_gender_bias_in_letter_of_reference_writing.pdf).

- **Provost's Report**

**Joe Glover**, Provost

- College deans were invited to submit proposals for faculty Artificial Intelligence (AI) positions. This is a cross-disciplinary initiative and proposals from every college is anticipated. The Chief Information Officer has been authorized to hire seven intermediary employees who will serve as an interface between faculty researchers and the machines.
- AI supercomputer-related deliveries occur several times per week on east campus. The team is still in the process of constructing the annex to the data center and components for HiPerGator 3.0 have been received.
- 76 percent of HyFlex technology classroom preparation is completed. Fall semester scheduling is completed and while it is anticipated that physical distancing will not be needed in the fall, vaccine availability will help determine this.
- Every undergraduate who is taking a face-to-face class in the spring will be tested by January 10<sup>th</sup> and every two weeks thereafter. Students are being informed that testing is available January 4<sup>th</sup> and that it is their responsibility to be tested. Class rosters and student's personal smart phones will indicate their testing status (i.e. if they are cleared for class participation or not). Faculty can consult class rosters to ascertain a student's testing status. [ONE.UF](#) is another resource to utilize, as it also contains the recorded status of testing results.
- UF Health is expecting to have more complete vaccination information by next week.

**Successful College Collaborations Series**

**Douglas S. Jones**, Director of the Florida Museum of Natural History and Curator  
**Judith Russell**, Dean  
University Libraries

- Dean Russell and Director Jones shared successful initiatives and collaborations from their units.

**University Curriculum Committee**

**Angela Lindner**, Associate Provost  
for Undergraduate Affairs

[Telecommunication Degree and Major Name Change to Media Production, Management, and Technology](#)

- This item is being updated in the academic approval system and is moved to the January Steering Committee and Faculty Senate agendas.

**Spring F2F Readiness Update: HyFlex Technology in the Classroom**

**Mark McCallister**, Director  
Academic Technology

- Mark McCallister will provide Faculty Senate with an update on the timeline and approach to the HyFlex technology and equipment being installed and enabled in campus learning spaces. The optimization of classrooms, available equipment and resources, and examples of Hyflex room upgrades will be presented.
- To assist faculty, IT will conduct walk-through learning sessions in classrooms prior to classes and beginning in the first week of January.
- Internet bandwidth for remote students was discussed. The IT helpdesk will help them to troubleshoot issues.

**Research Undergraduate Training/Opportunities**

**Jennifer Moses**, Assistant Director  
Center for Undergraduate Research

- Anne Donnelly, Director of the Center for Undergraduate Research, joined Assistant Director Jennifer Moses in providing an overview of the center to the committee. It is the tenth anniversary of the center and Jennifer Moses' Senate presentation will relay the center's resources available for faculty and students, and new center initiatives. Information links for center resources such as available scholarships and faculty mentorship opportunities will also be provided.
- A program of the National Science Foundation, [ADVANCE](#): *Organizational Change for Gender Equity*

*in STEM Academic Professions*, advances diverse representation in STEM academic careers, work force, and professional societies.

### **UFPD Report/Committee Update**

**Ray G. Thomas**

Past Faculty Senate Chair

- Professor Thomas presented a [UFPD Campus Advisory Committee Report](#) outlining the committee's mission, objective, and membership make-up. Recent meeting topics included: learning about the nature of UFPD policies and transparent procedures; reviewing the organizational chart of UFPD; meeting the leadership of UFPD; and hearing about their values.
- The committee also heard about safety enhancements made on campus, outreach activities, the newly formed Physical Security Department, and the Clery Act.
- The Global Security Operations Center was discussed at length at the December BOT meeting and has been approved. To increase safety, there will be increased campus monitoring, and this will be funneled into one centralized building and location. The center is designed so students can enter the center to study and view police activities and is intentionally designed to be an inviting space.
- Consideration of coordination between county, city, and campus police was raised as an inquiry and will be brought to the UFPD Campus Advisory Committee for feedback.
- Information from stakeholder communities, including discussions of transparency in policing, are being brought to this committee.
- The committee will meet again in February and faculty and Steering Committee members are encouraged to forward any comments or concerns to [FacultySenateChair@ufl.edu](mailto:FacultySenateChair@ufl.edu).

### **Diversity: Intersectional Analysis as a Framework for Analyzing Equity & Justice Institutional Inequalities**

**Bonnie Moradi**, Director of the Center for Gender, Sexualities, and Women's Studies Research

- Dr. Moradi's [presentation](#) will offer a framework of how to think about and analyze diversity, equity, and justice at the institutional level. Gender, race, sexuality, class, as well as other sociodemographics will be discussed in terms of a structural analysis of faculty recruitment. The presentation will also include practical tips for faculty hiring at various decision points in the hiring and recruitment process; a structural analysis will be coupled with practical things to do to increase diversity and equality in recruitment and hiring.
- Diversity inclusion in faculty recruitment and faculty lines was discussed:
  - What specific actions should be taken?
  - What steps are being taken by Human Resources to remove bias?
- Faculty hiring practical tips will be presented by Dr. Moradi and Audrey Gainey, UF HR Director of Talent Acquisition and Onboarding, will be invited today to present hiring resources which could be used to explore concrete strategies in tenure and non-tenure track hiring. While both presenters can speak to best practices, the latter can discuss specific UF HR recruiting strategies.
- The committee discussed that, to reduce implicit bias, some national associations are now requesting the removal of names and or photos on applications for employment, awards, etc.
- The data set timeframe was discussed. It was agreed that seeing the numbers from our institution would be helpful and councils can follow up with HR on other, more specific diversity questions.

### **Council Reports**

#### **Infrastructure Council**

**Richard Scholtz**

- Council met this afternoon and discussed HyFlex technology and two-factor authentication. Council continued discussion on the loss of some graduate student housing in the Campus Master Plan and is inviting College of Design, Construction, & Planning colleagues with expertise in housing planning to speak to council and recommend lower cost or viable housing solutions. Chairs of

contributing committees reported on elements of the Campus Master Plan and the construction and infrastructure upgrades currently underway around Reitz Union.

### **Academic Policy Council (APC)**

### **Hans Van Oostrom**

- Council met this week and discussed diversity inclusion as it relates to general education and Quest I and II.
- At the request of the Faculty Senate Chair, Chair van Oostrom is leading a fact-finding mission on what colleges and the Center for Teaching Excellence are doing in regard to peer evaluations of teaching. A 'Peer Evaluation of Teaching' meeting was held on Monday and the documents presented by representatives from the College of Education, College of Veterinary Medicine, and IFAS/College of Agriculture & Life Sciences are being shared with the APC and the Welfare Council. Communications will include academic deans to help identify what is being done at the college level.
- APC is seeking clarification if outward-facing working titles can be used by faculty within a given unit or college if they are favor of doing so.
- Council discussed required minimal [Canvas usage](#) for Spring 2020. While there is no formal policy change, faculty will be encouraged to use Canvas to distribute and store the course syllabus, make syllabus updates, and maintain student grades. Combining multiple course sections into one Canvas shell to reduce faculty workload was also discussed.
- Chair van Oostrom agreed to present this information during the Faculty Senate Chair Report next week. An administrative memo sharing this information will be distributed for the spring semester.

### **Welfare Council**

### **Sarah Lynne**

- Council met on 11/23 and discussed the initiative in engaging faculty on an action-oriented list for equity for black and diverse faculty. Council has developed a connection with the Association for Black Faculty and Staff ([ABFS](#)). Faculty can also reach out to their [Campus Diversity Liaisons](#). Council is working on compiling central questions to be asked to obtain the most accurate and helpful data in examining such topics as: achieving pay equity by race, ethnicity, and sex at UF; examining disproportionate service burdens which may fall on minority campus members in efforts to expand membership on university committees, boards, task forces, etc.; diversifying the funding sources of and increasing the university's investment for black history month celebration (i.e. current funding is largely via the [Black Student Union](#) & ABFS); and implementing a structure for equity, which can be continually reviewed.
- The Faculty Senate Chair screen-shared <https://antiracism.ufl.edu/central-initiatives/history/> and noted that the university will remove monuments or namings that UF controls that celebrate the Confederacy or its leaders. He also noted that Chief Diversity Officer (CDO) Antonio Farias shared at the last Diversity Task Force meeting that while UF reviews building names, suggestions may be sent to the CDO for discussion. Suggestions for changes which can be made in consideration of funding resources are welcomed.

### **Research and Scholarship Council**

### **Keith Rambo**

- Council met last week and focused on mentoring in the research enterprise and will touch base with Professor Wayne McCormack, Director of Clinical and Translational Science Doctoral Programs. Council plans to examine mentoring options in the College of Agriculture and Life Sciences and is awaiting a response from the Office of Institutional Planning & Research about any Discovery Suites updates.
- Chair Rambo will reach out to Chris Hass, Associate Provost for Academic and Faculty Affairs and John Jordi in the Office of Faculty Development and Teaching Excellence, who oversees [GatorEvals](#), to inquire about teaching evaluations and how they are handled by the Academic Personnel Board ([APB](#)), which advises the President on tenure and promotion submissions.
- Council discussed the Electronic Lab Notebook (ELN) product and it's anticipated, recurring cost of

\$147,000 per year. Units such as Physics & Chemistry in the College of Liberal Arts & Sciences as well as many in the College of Medicine have expressed strong interest in obtaining ELN's, while other council members noted it is of limited interest to some units, such as those in the College of Arts. Follow-up with VP of Research David Norton will continue, and the Faculty Senate Chair suggested that council discuss this item with Chief Compliance Officer Terra DuBois, who can speak to the role of ELN usage in relation to its contribution to the university's research enterprise.

### **Budget Council**

**Ashley Ghiaseddin**

- Andrew Winden, UF Associate Professor of Law, will attend the next council meeting to discuss environmentally responsible investment metrics and usage in the financial sector.
- UF Executive Chief of Staff, Dr. Win Phillips will be invited to the January meeting to discuss responsible investments by the university and how to achieve its campus carbon neutrality goal.
- An overview of the UF Foundation (UFF) and its funding can be provided by David Christie, UFF Assistant Vice President/CFO, who will be invited to the February meeting. Council is interested in learning about UF Foundation success stories and how we compare to peer and top five institutions.
- Mark Kaplan, Vice President for Government and Community Relations, will be invited for the meeting in April, when there will be a clearer picture from the Florida legislature regarding current budgetary priorities and the status of upcoming fiscal years, with attention to the impacts of COVID.
- The Budget Council relayed an inquiry to the Welfare Council regarding if any updates are available regarding retirement benefits following the [1/25/18 report](#) presented by 2017-8 Faculty Senate Chair, Dr. David Quillen.

### **Approve [December 17, 2020 Faculty Senate Agenda](#)**

**Sylvain Doré, Chair**

- The agenda was approved as amended to:
  - remove the [Telecommunication Degree and Major Name Change to Media Production, Management, and Technology](#) agenda item, per request of Associate Provost Lindner.
  - UF Health President & Sr. VP for Health Affairs Dr. David Nelson is unavailable next Thursday so Dr. Michael Lauzardo, Director of UF Health Screen, Test & Protect, will present COVID and vaccine updates and will be added as the first Information Item.
  - Audrey M. Gainey, Director of Talent Acquisition & Onboarding in Human Resources, will be invited to add a UF Human Resources perspective to Dr. Moradi's presentation and her name will be added to Dr. Moradi's Information Item.

### **Adjournment**

**Sylvain Doré, Chair**

- The meeting adjourned at 4:58 p.m.