

Senate Steering Committee Minutes

March 4, 2021

3 p.m.

Via Zoom:

<https://ufl.zoom.us/j/99873370344?pwd=V2FWcUVOU24zTUhGRE5DZXZRzBLZz09>

Present: Sylvain Doré, Will Boose, Jeremiah Tattersall, Ava Kaplan, M. Reid, Veronica Sandoval, Richard Scholtz, Mark Kaplan, Juan Nino, Padraic Levings, David Bloom, Hans van Oostrom, Jeanna Mastrodicasa, John Davis, Joe Glover, Kent Fuchs, Mike Gutter, Laurie Bialosky, Paul Duncan, Ray G. Thomas, Rick Stepp, Sarah Lynne, Scott Angle, Taylor Rose, Ashley Ghiaseddin, and Keith Rambo.

Call to Order

Sylvain Doré, Chair

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

Approval of [February 4, 2021 Minutes](#)

Sylvain Doré, Chair

- The minutes were approved.

Reports

• **Chair's Report**

Sylvain Doré, Chair

- Mark Kaplan was invited to join the March 25 Faculty Senate meeting to provide legislative updates and a general overview of this legislative session.
- Governor DeSantis noted a possible two billion dollar state deficit in his March 2 State of the State address and had proposed a larger budget this year than last.
- Some of UF's and the State University System (SUS)'s issues of legislative interest include the right to record, and share recordings, in the classroom, and efforts to protect intellectual property and research interests against foreign entities, particularly China. On Monday, Governor DeSantis endorsed a wide-ranging list of legislation aimed against such foreign interference in (especially from China) in science, medicine, and technology at all Florida universities. There is a balance that needs to be achieved, and Drs. Bloom and Doré will continue these discussions with Advisory Councils of Faculty Senates (ACFS) colleagues.
- The Governor has expanded the eligibility for vaccine recipients to include, among others, teachers. Only K-12 teachers are included; university teachers are specifically excluded at this time. The Florida Department of Health has published a [form](#) that physicians are to use to certify extreme vulnerability. Provost Glover clarified that this form is not a UF Health form and is intended for the Department of Health and private physician usage; the Provost provided additional details regarding current UF Health policy in his report (below.)
- Faculty concerns have been received about the development of McCarty Woods in the Campus Master Plan. Faculty Senate updates will be provided.
- In lieu of a standard memo following President Fuchs' call to action following the death of Mr. George Floyd, the Welfare Council was commissioned to collate a list of actionable items. The Welfare Council's IDEA actionable items will be shared with faculty and added to the March Faculty Senate agenda for discussion and consideration.
- Academic Policy Council Chair Hans van Oostrom continues to provide peer evaluation updates, and Research & Scholarship Council Chair Keith Rambo has coordinated with the Faculty Senate Chair to continue updating the 'Graduate Student Experience' agenda.
- Promotion and Tenure COVID Impact Statement Guidance for Faculty is located at: <http://aa.ufl.edu/policies/tenure-andpromotion-information/>.
- Dr. Wesley Bolch will present the [March 11 Distinguished Professor Lecture](#) at 3:00 and he will be introduced by Faculty Senate Chair-elect David Bloom.

- Nominations for the next Faculty Senate Chair-elect are open until March 31.
- **President's Report** **Kent Fuchs**, President
 - President Fuchs welcomed Vice President for Government and Community Relations Mark Kaplan and provided some context on this year's state and university budget and the legislative process currently taking place during this 2021 legislative session. Vice President Kaplan provided a process overview of the legislative session and the committee stops typically made along the way for policy proposals, amendments, and advocacy. Today is day three of the 60-day session.
- **Provost's Report** **Joe Glover**, Provost
 - Provost Glover continues his standing meeting with UF Health medical advisors to stay abreast of the COVID-19 and vaccine landscape. UF Health is currently assessing how best to move ahead with vaccines and will soon be providing vaccine information for those with extreme health vulnerabilities. Because of limited national vaccine supply, in general, individuals who are currently eligible to receive a vaccination and who are able to obtain a vaccination appointment anywhere, are best to move forward as they are best able.

- University Constitution & Regulations Committee Report** **Padraic Leving**, Chair
University Constitution & Regulations Committee (UCRC)
- The UCRC requested that the July 1 Faculty Senate Chair term amendment be held as a Faculty Senate Information Item until the May 6 Senate meeting. Chair Leving clarified that, upon advisement of the Faculty Senate Chair, the UCRC does not intend to affect the current Faculty Senate Chair-elect's start date of June 1, 2021. Ratifying this amendment at the first (August 26, 2021) Faculty Senate meeting of the fall semester will allow this goal to be attained.
 - Concern was voiced about the timing of a July 1 Faculty Senate Chair term (start date) and the trustee-only meeting/dinner normally held in June. The latter provides the opportunity to establish an early relationship between the new Faculty Senate Chair and the trustees, especially given that there are only four trustee meetings per Faculty Senate Chair term, as opposed to being able to work on the various BOT committees and present the results of the discussion to the last-term June BOT meeting.
 - A motion was unanimously approved to move two of the three UCRC Report items forward to the March 25 Faculty Senate meeting as Information Items; the Committee on Committees reporting period amendment and the Compensation Committee mission and name change amendments will move forward.
 - A motion to refer back to the UCRC the consideration of the July 1 Faculty Senate term passed unanimously.

- Successful College Collaborations Series**
- John Davis**, Associate Dean
UF/IFAS Research
- Michael Gutter**, Associate Dean
UF/IFAS Extension
- Laura Rosenbury**, Dean
Fredric G. Levin College of Law
- Successful college collaborations were shared by Dean Laura Rosenbury ([College of Law collaborations](#)), and Associate Deans Michael Gutter and John Davis ([UF\IFAS Extension and Research collaborations](#)).

Diversity Action Plan Example

J. Scott Angle, Vice President of
Agriculture and Natural Resources

- Vice President Angle provided an overview of UF's Institute of Food and Agricultural Sciences (IFAS) and College of Agriculture and Life Sciences (CALS) black faculty and student cohort, available diversity fellowships, minority student outreach, curriculum reviews and assessments, and plans to move away from a strictly academic conversation regarding diversity, equity, and inclusion. All (nearly 40) academic units were asked to develop an actionable plan to make significant and "bottom-up" changes within their units. Units have identified their greatest needs and their thoughts for short-term and long-term plans.

Council Reports

Welfare Council

Sarah Lynne

- Council utilized its last meeting as a working meeting to prepare a document entitled: [Inclusivity, Diversity, Equity and Accessibility \(IDEA\) Action Items: A Living Document](#). Chair Lynne presented the document. Following review, the committee agreed to email any additional edits or feedback to Chair Lynne before her presentation at the March 25 Faculty Senate meeting as an Information Item. This living document will be retained on the Faculty Senate website and a Steering Committee member will move to formally support this IDEA statement at the April 15 Faculty Senate meeting.
- Following the above report, a student inquiry regarding the re-naming of campus buildings was raised. President Fuchs and Chief Diversity Officer Antonio Farias are reviewing this item and there is a UF website tracking this initiative.

Infrastructure Council

Richard Scholtz

- Council met on February 11 and predominantly focused on the graduate student housing issue, including concerns of housing lost in the Campus Master Plan. A Campus Master Plan update was also received from Linda Dixon, Director of Planning, Planning, Design & Construction Division. Council agreed that the relevant committees have on their watch list to ensure that the land is just taken up as the first case scenario.
- The impact on the conservation area, the six buildings, and the parking lot located in the McCarty Woods area was discussed, including that this area is highly valued because of its central campus location and its conservation usage.
- Curtis Reynolds, Vice President for Business Affairs, has been invited to discuss deferred maintenance at the next council meeting.
- Points discussed following this report include:
- Chair Scholtz was asked to provide a synopsis of the issues surrounding McCarty Woods during this month's Faculty Senate Chair's report to Faculty Senate.
- The Faculty Senate Chair has reached out to President Fuchs and Chief Operation Officer (COO) Charlie Lane to make them aware of faculty concerns surrounding University Avenue. The committee agreed to invite COO Lane to address this item at the March Faculty Senate meeting.
- Following a student inquiry, it was noted that additional Master Plan information can be obtained on the [Campus Master Plan website](#), in past BOT minutes, and via campus contact Linda Dixon.

Academic Policy Council

Hans Van Oostrom

- Council met on February 8. UF academic calendar options are being discussed for the spring semester start date and options to align UF and Alachua County Spring Break are being considered. This item is currently in a fact-finding stage with the Registrar's Office. Council agreed to provide input and may wish to address if it remains helpful to approve academic calendars five years in advance.
- Council provided input on faculty COVID impact statements related to P&T and annual faculty reports.

- Fact findings on the topic of peer evaluations are being discussed within council and with such colleagues as Center for Teaching Excellence Director Jennifer K. Smith. Given unit-specific evaluation needs, council has discussed how much and what type of guidance is best to provide, but successful examples and rubrics can be shared. Council plans to present this item before the end of the term.
- Faculty titles are being explored in the Compensation Committee.
- Council has implemented a practice of having an IDEA tip at the start of a meeting to help effectively and efficiently disseminate information such as bias training availability or anything helpful to the IDEA discussion. This is listed as the first agenda item to help relay a message of priority.

Research and Scholarship Council**Keith Rambo**

- Council met on February 5 and heard a presentation by Wayne McCormack on analytical metric-based evaluations for graduate students and those being mentored.
- The University Libraries Committee reported that they are delaying the release of an authoring rights policy until next year.
- P&T evaluation for women and minorities in the research space is being reviewed and is being led by Senator Amanda Phalin.
- Council meets tomorrow and will discuss the feasibility of the use of Electronic Lab Notebooks, ELN's; cost remains an issue. ELN's will assist with meeting compliance and rigor requirements from funding agencies. Some alternative options are available from IT. The Cares Act may provide potential funding of the ~\$144,000 per year cost.
- TEAMS research was also discussed.

Budget Council**Ashley Ghiaseddin**

- At the February 19 council meeting, David Christie, Assistant Vice President & CFO UF Advancement/UF Foundation, Inc. discussed the organization's one billion dollar campaign goals, success stories, and plans before the fiscal year 2023. Alumni participation rate of 19 percent is a key goal, especially given that this metric is utilized in national rankings. Foundation unrestricted and restricted gifts from donors were discussed. Council administrative liaison George Kolb updated the council on the state budget, including the three percent non-recurring cuts, which are currently awaiting legislative comment.
- At the March meeting, Shannon Edwards, Director of University Benefits, will update the council regarding actions taken to address the low ranking of retirement benefits for faculty and staff.

Approve [March 25, 2021 Faculty Senate Agenda](#)**Sylvain Doré, Chair**

- The agenda was approved as amended to

Adjournment**Sylvain Doré, Chair**

- The meeting adjourned at 5:07 p.m.