

**UF** | Faculty Senate  
UNIVERSITY of FLORIDA  
**Senate Steering Committee Minutes**

**October 1, 2020**

**3:00 p.m.**

Via Zoom: <https://ufl.zoom.us/j/98409305753?pwd=MVdFZHVyVVo3NWFYbWVBNqTIZHWWNYZz09>

---

*\*Represents an actionable item, as deemed by the Faculty Senate Chair.*

**Present:** Sylvain Doré, Kent Fuchs, Aida Hozic, Angela Lindner, Brook Mercier, Cecilia Luna, Chris Hass, Craig Hill, David Bloom, Stephanie Bogart, Gerry Altamirano, Hans van Oostrom, Jodi Gentry, Laurie Bialosky, Joe Glover, Adrian Tyndall, Juan Nino, Keith Diem, Keith Rambo, Ray G. Thomas, Richard Scholtz, Rick Stepp, Becky Holt, Sarah Lynne, Sean Trainor, Taylor Rose, Terrell Baker, and Thomas Knight.

**Absent:** Ashley Ghiaseddin.

**Call to Order**

**Sylvain Doré, Chair**

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

**Approval of [September 3, 2020](#) & [September 10, 2020](#) Minutes**

**Sylvain Doré, Chair**

-Both minutes were approved.

**Reports**

• **Chair's Report**

**Sylvain Doré, Chair**

- The Chair has been contacted by faculty concerned about some isolated cases of Honor Code violations during online exams. \*Following discussion with Provost Glover, a committee has been created to address this issue. It is being led by Associate Provost for Teaching and Technology, Andy McCollough, and contains four Faculty Senate-assigned members.
- \*Considering the current climate of social unrest and the Black Lives Matter (BLM) movement, council and committee discussions about university infrastructure projects, especially in regard to police funding and resources, will be ongoing.
- \*As part of the call-to-action from President Fuchs through his 15 steps programs, Faculty Senate has been working with Chief Diversity Officer Antonio Farias to establish a list of ongoing initiatives to contribute to these university goals.
- President Fuchs has invited the Chair to nominate faculty to assist with addressing BLM and police matters. \*Past Faculty Senate Chair Ray Thomas has agreed to be a member, and UF Clinical Assistant Professor of Parasitology and Director of Community Engagement & Diversity Outreach, Michael V. Bowie, has agreed to be the chair of that committee.
- The Advisory Council of Faculty Senates (ACFS) were invited by State University System (SUS) Chancellor Marshall Criser to comment on a document that is being drafted to address diversity issues. \*It will be reviewed by the Board of Governors (BOG) members and submitted to all Board of Trustees (BOT) members. Following consultation with faculty, the Chair provided written feedback asking for increased accountability.
- ACFS members also conversed about the SUS schools' spring semester options, policies, messaging, and practices.
- Russ Froman, Assistant Vice President for Accessibility and Gender Equity ADA Coordinator and Title IX Coordinator, will address new Title IX changes and requirements at the December or February Faculty Senate.

-A town hall to discuss the university's move to a more robust set of face-to-face offerings in the Spring 2021 semester will be held on Oct 6<sup>th</sup> at 1:30 with panelists Provost Joe Glover; Vice President of Human Resources Jodi Gentry; Vice President for Enrollment Management and Associate Provost Zina Evans; and Vice President and General Counsel Amy Hass.

-This week, the Chair participated in BOT subcommittee meetings and a BOT meeting where the furlough regulation was voted on. Many public comments were received during the public comment period. The Chair shared faculty feedback and concerns with the BOT that there are many unanswered questions remaining about the furlough policy, which should be a progressive and equitable plan, and should not be rushed, especially as it applies to employees and post-docs, as well as faculty. Chair Doré noted that, while recognizing that passage of the furlough regulation allows the university a tool to utilize in fiscal duress (potentially more likely during the 2021-2022 academic year), it is imperative that it be used as a last resort. Chair Doré also acknowledged the challenges of today's environment, including election, political, and social unrest, a predicted active hurricane season and the pandemic, and recognized President Fuchs for considering a furlough tool to avoid potential layoffs. Following Chair Doré's recommendation to table the furlough regulation vote, BOT Chair and Trustee Mori Hosseini clearly stated his full support of the faculty and staff. Trustee James W. Heavener then offered a rider to the proposed furlough resolution. The rider instructed the Faculty Senate Chair and VP of Human Resources to work together to resolve the outstanding issues and concerns of the faculty, and that President Fuchs would have the final say for this policy. The rider also included that the BOT revisit the furlough policy at its next meeting. The regulation vote was held and carried. It was agreed that VP of Human Resources, Jodi Gentry, will return to the December BOT meeting to provide a furlough policy update. Faculty Senate will also receive this update at a fall meeting. Budget Council and Compensation Committee administrative liaisons Brook Mercier, Assistant Vice President of Human Resources, and George Kolb, Assistant Vice President of Financial Analysis and Budget, attended the [September 29<sup>th</sup> Compensation Committee meeting](#) to help answer further ~~in~~ ~~pro~~ ~~active~~ discussion continues and the Faculty Senate Chair will continue to relay developments to the Faculty Senate Steering Committee.

-Committee members noted hearing similar furlough feedback and expressed the importance of and appreciation for this faculty representation.

- **President's Report**

**Kent Fuchs, President**

-President Fuchs welcomes input and expressed certitude that UF will successfully withstand the many, various pressures and constraints imposed on it during the COVID-19 crisis.

Leadership is focused on helping all of campus and the community navigate such challenges.

-President Fuchs will communicate the diversity efforts of the university, colleges, and Faculty Senate in a forthcoming video. The university's diversity initiatives are not political statements.

-Past Faculty Senate Chair Ray Thomas noted that a recent conversation in the Advisory Council of Faculty Senates (ACFS) focused on the increased need to debunk notions of elitism at academic institutions and more adequately translate how the academic community benefits students, patients, and society. There is a need to differentiate between being a highly selective academic institution and being elitist.

- **Provost's Report**

**Joe Glover, Provost**

-A town hall, sponsored by Faculty Senate, will be held next week to address conducting more robust in-person classes in the Spring 2021 semester. The event organization was discussed, including that a Qualtrics survey link will be prepared and posted to the Faculty Senate home

page and employee listservs to facilitate the submission of questions in advance of the event. Provost Glover will prepare an opening statement to answer many of the common questions up front. Following the panel's introduction, the Q&A webinar feature will be open and will continue as a live scroll for incoming questions and common Q&A's will be summarized and posted.

-College proposals for the hiring of new Artificial Intelligence (AI) faculty are currently being composed and will be submitted early next week. Some hires in the areas of AI will take place following consultation with the President, the CFO, and Sr. VP's of the institution.

-Provost Glover interviewed a candidate for Dean in the College of Medicine (COM) and one in the College of Journalism and Communications (COJ) today. COJ Dean candidates are being interviewed over the next week or so and a special advisory committee of faculty is consulting with the Provost. COM Dean candidates will have an interview with the Provost, who does not serve as a member of this decision-making body.

### **Successful College Collaborations Series**

**Adrian Tyndall**, Interim Dean  
College of Medicine

-Interim Dean Tyndall discussed several unique COM collaborations and how other colleges are contributing to its success.

-College of Dentistry Dean Isabel Garcia will also share cross-university collaborations at the October Faculty Senate meeting.

### **[UF/IFAS School of Forest Resources and Conservation \(SFRC\) - Name Change](#)**

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

-The College of Agriculture and Life Sciences requests changing the name of the UF/IFAS School of Forest Resources and Conservation (SFRC) to the proposed name: School of Forest, Fisheries, and Geomatics Sciences. This was approved by the University Curriculum Committee and by Graduate Council

-This item was approved.

### **Furlough Discussion**

**Sean Trainor**, Chair  
Compensation Committee

-\*The Compensation Committee is reviewing the draft furlough policy with its administrative liaisons from Human Resources. Faculty comments received by the committee chair and Faculty Senate Chair are being forwarded and shared amongst all by the Faculty Senate Secretary for inclusion in committee discussion. Chair Trainor summarized the committee comments and feedback, including its goal of ensuring that the policy provides equity and some degree of uniformity within the somewhat decentralized furlough decision-making across the university; the decentralization is meant to provide maximum flexibility for units and colleges to reflect the specific employee, work, and university needs for each unit.

-\*Chair Doré will share these comments in his Faculty Senate Chair's Report.

-Steering Committee members discussed that concerns are being voiced from early career (and other) faculty about how classes are being distributed across campus and how faculty workloads can be feasibly managed in a pandemic and furlough environment.

-College of Liberal Arts & Sciences (CLAS) Faculty Council Chair Stephanie Bogart and CLAS Assembly Chair Aida Hozic shared a CLAS Faculty Council [Draft Furlough & Spring 2021 Statement](#) in the Zoom meeting chat feature. It is still a work in progress and was made based on current information. Additional discussion and feedback are welcome.

### **[Faculty Titles Resolution](#)**

**Sean Trainor**, Chair

## Compensation Committee

-Many faculty comments have been received on this resolution. \*To get a better sense of where colleagues stand on this issue, Chair Trainor is reaching out to and attending numerous College Faculty Council/Assembly meetings. It was agreed that additional time for input is needed and the resolution will be removed as an Action Item on the October Faculty Senate agenda.

## Diversity: LGBTQ+ Inclusion at UF

**Gerardo Altamirano**, Chair

LGBTQ+ Advisory Committee

**Tiffany Richards & Cecilia Luna**

Queer Nation Co-chairs

**Thomas Knight**, Dept. Chair & Sr. Lecturer

Department of Economics

-National Coming Out Day is on October 11<sup>th</sup>. Thomas Knight shared his personal and professional experience with his interaction with students in the classroom and in the community, which was also highlighted in a June [article](#) in *The Independent Alligator*.

-Gerry Altamirano provided an overview of the [Presidential LGBTQ+ Advisory Committee](#) and its mission. Faculty, staff, and students can connect to UF resources at:

<https://cdo.ufl.edu/resources/support/>.

-Tiffany Richards is the new Program Director of LGBTQ+ Affairs and is a UF alumna.

-Cecilia Luna co-chairs Queer Nation with Tiffany and is also a Student Health Care Center Communications Specialist.

-Data from an informal faculty and staff survey, which reflected some community disparities, will be shared at Faculty Senate. This would also be helpful information to share during faculty onboarding.

## Business Affairs Regulation

**Craig Hill**, Associate VP of Business Services

-The Offices of Business Affairs, Student Affairs, and General Counsel are working on updating antiquated regulations. Use of University Space Regulation 2.004 will have a group of supporting policies which will bring clarity, transparency, and uniformity to the use of campus space. The appropriate use of space for faculty, student, third-party, and outside party use will be clearly outlined and defined.

-Associate VP Hill presented the details for feedback at the September 17<sup>th</sup> Infrastructure Council meeting. \*The regulation is expected to be ready for a vote at the December Board of Trustees meeting, and the Office of Business Affairs will return feedback to the Infrastructure Council as well as new policy updates when they are completed in the early Spring.

## Council Reports

### Welfare Council

**Sarah Lynne**

-The primary focus at council's first meeting of the academic year was a review of the [draft](#) furlough policy. The September meeting was moved forward so that it could meet prior to the September Faculty Senate meeting. Feedback was provided to council's administrative liaisons at the meeting. \*Council's first meeting also focused on defining the priorities and potential initiatives of this academic year, particularly focusing: on faculty diversity, equity and inclusion; retirement equity for faculty; UF Police Department funding, particularly in comparison to services (such as fire and rescue services, etc.) available through the city or county and in consideration of a reduced population being on campus due to COVID-19; UF HR proposals for childcare and Baby Gator updates; and faculty annual evaluation issues and updates.

### Research and Scholarship Council

**Keith Rambo**

-Council topics from the past two years were reviewed and discussed at its first meeting.

\*Feedback for agenda topics for October were also discussed and includes: tenure clock pause;

wholistic tenure and promotion (T&P) evaluations of teaching effectiveness for women and other minorities; integrating a T&P faculty toolkit; exploring the faculty experience during COVID-19; mentoring and data collection within the university's research enterprise; and increasing successful UF-VA Research collaborations.

#### **Infrastructure Council**

**Richard Scholtz**

-\*Academic year agenda items discussed at council's opening meeting in September included examining, particularly in the COVID-19 environment: deferred maintenance of buildings; the emergency management facility and elevating police and emergency training in light of current social issues; parking; Campus Master Plan updates, including Graduate Housing plans; infrastructure needs & looking at sustainability and climate pacts.

#### **Academic Policy Council**

**Hans Van Oostrom**

-Council convened additional, emergency meetings over the spring, summer, and fall. \*Council will continue work on and will provide feedback on faculty titles again this academic year. It supported the current resolution and agreed further working title changes in conjunction with the Compensation Committee and Welfare Council will be helpful. Council reviewed and provided input on academic calendar changes made necessary by COVID-19. \*Council's new business includes ensuring that: there is enough student testing space on campus; racial and diversity issues are being addressed in the Quest curriculum (i.e. is inviting is the Director of UF Quest, Andrew Wolpert, to address council); a review of course, peer, and student evaluations (i.e. will ask Kate Ratliff's team to investigate the score differences in gender, racial, native-speaking, etc. which surfaces in other studies) will take place; and other means of evaluations will be explored and recommendations sought. \*Chair Doré would like to have the latter items presented to and discussed by Faculty Senate.

#### **Budget Council**

**Ashley Ghiaseddin**

-Due to a clinic conflict, Chair Ghiaseddin emailed the Budget Council report below.

-New Sr. VP & Chief Financial Officer (CFO) Chris Cowen stopped by the first, September council meeting to introduce himself and provide a brief overview of his vision for UF. A CFO Office administrative liaison (the UF Budget Director) continues to serve on council and CFO Cowen offered to check in quarterly with the Budget Council if needed.

-\*Council will invite UF Executive Chief of Staff Dr. Win Phillips and faculty colleague Andrew Winden, UF Associate Professor of Law, to provide insight into UF's goal for net carbon neutrality and consideration for investments in environmentally friendly companies.

-Furloughs dominated the conversation at the last council meeting, including the furlough vote by the UF Board of Trustees on 9/29 to determine if furloughs are going to be considered in the future. Although furlough options likely would not be exercised until Spring 2021, more information should be forthcoming following the trustee vote and discussion. Budget Council would like to discuss further with council's appointee from the Provost's Office to better understand how furloughs will save UF money. Council needs to better understand what pots of money are being used for which initiatives, such as the Artificial Intelligence (AI) initiative, as faculty have expressed concern about the possible growth of some fields while furloughs are being discussed; \*Budget Council agreed it needs to continue discussion to gain a better understanding of the overall budget and to ensure that faculty-at-large can better understand reasons behind the university's decision to consider furloughs.

-\*Council discussed the UF Police Department and asked if funds for this department may be used to increase connections between university police and the community, including any outreach activities that can bring together the greater Gainesville community and the university. Council expressed that all options for law enforcement to promote mutual understanding, respect, and togetherness should be enabled and maximized. Encouraging transparency to the university and community and aptly disseminating information is key.

**Approve [October 15, 2020 Faculty Senate Agenda](#)**

**Sylvain Doré, Chair**

-The agenda was approved as amended with the deletion of the [Faculty Titles Resolution](#) Action Item and the addition of Dean of Dentistry Isabel Garcia to the 'Successful College Collaborations Series' Information Item.

**Adjournment**

**Sylvain Doré, Chair**

-The meeting adjourned at 4:23 p.m.