

Senate Steering Committee Minutes

February 4, 2021

3 p.m.

Via Zoom:

<https://ufl.zoom.us/j/94438281708?pwd=WUViQnRaN3ZjbG5pNDZXN0NrOW5OZz09>

Present: Sylvain Doré, Kent Fuchs, Christopher McCarty, David Bloom, David Richardson, Hans van Oostrom, Joe Glover, Juan Nino, Keith Rambo, Michael Reid, Ray G. Thomas, Richard Scholtz, Rick Stepp, Russell Froman, Sarah Lynne, Taylor Rose, Laurie Bialosky, Casey Griffith, Angela Lindner, Mark Helms, and 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 [January 14, 2021 Minutes](#)

Sylvain Doré, Chair

- The minutes were approved.

Reports

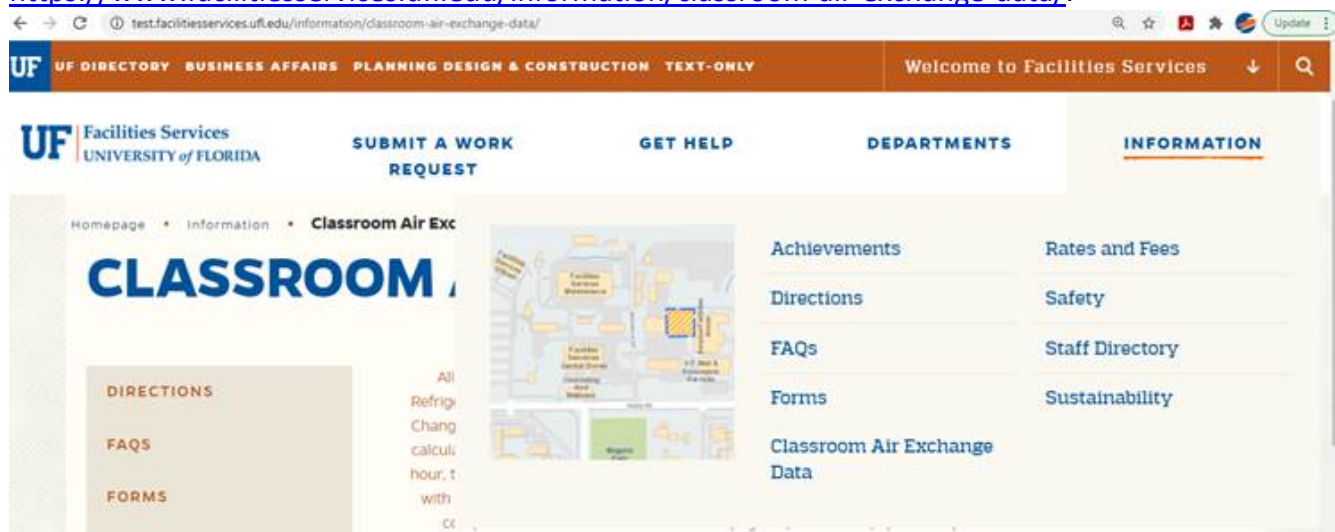
• **Chair's Report**

Sylvain Doré, Chair

- Nominations are open for Faculty Senate Chair-elect through March 31 by emailing the [Faculty Senate Secretary](#). Nominations are open for Honorary Degrees through March 1. Please encourage diversity nominations for each.
- While virus mutations are being monitored, COVID19 numbers are stabilizing and are relatively low, with a few exceptions in some housing areas/buildings. UF Health Screen, Test & Protect Director Michael Lauzardo will provide a vaccine and virus update at this month's Faculty Senate meeting.
- Faculty are encouraged to lead by example and wear UF-distributed N95 or KN95 masks; although, they may not be as chic or as comfortable to wear. N95 and KN95 masks remain available for faculty.
- Positive feedback has been received regarding the set up and functioning of UF's HyFlex teaching. Please contact Mark McCallister with additional suggestions.
- Many comments were received from faculty and Senators following the presentation of the 2025-2026 calendar at the last Faculty Senate meeting. The Chair hosted a meeting with Associate Provost of Undergraduate Affairs Angela Lindner and Registrar Steve Pritz. A series of questions have been drafted, including the consideration of an extended Winter Break and aligning UF and Alachua County schools' Spring Breaks, which may be especially appealing for faculty with school-aged children. The Chair consulted with Advisory Council of Faculty Senates (ACFS) colleagues and learned that three State University System (SUS) align university and public-school Spring Breaks. This item will be removed from this month's Faculty Senate meeting agenda so options can continue to be explored. The 2025-2026 academic calendar will be placed on a later Faculty Senate agenda.
- The Chair has discussed concerns raised by faculty about traffic and high pedestrian areas around University Avenue, 13th Street, and Archer Road, with university leadership. The safety and communication efforts being made in coordination with the city, county, state, and Board of Trustees should continue to be reviewed. Short and long-term efforts are being led by Sr. VP & Chief Operating Officer Charlie Lane to increase police presence and traffic/pedestrian signage; update crossings to increase visibility; and consider other solutions such as: speed reduction, speed tables, or overpass construction.
- The federal indictment of a UF Professor placed under investigation in 2019 was briefly noted and the Chair shared suggestions about onboarding of new colleagues and students. Recognizing cultural differences and learning how to work with colleagues from different backgrounds can be a component of UF's onboarding process and can greatly benefit faculty, post-docs, and graduate students in identifying and conforming to appropriate behavior. Such efforts could be explored in

onboarding and in Senate committees and would assist with coordinating with the administration to reduce issues of improper storage of and communication of data or privileged information.

- The next Board of Trustees (BOT) meeting is March 18-19. The Faculty Senate Secretary has been asked to coordinate a meeting with the Faculty Senate Chair and all Faculty Senate committee and council chairs to review and discuss the BOT agenda.
- BOT Chair Hosseini asked that Trustee Patel be responsible for the “Graduate Student Experience”. Per the request of Chair Doré, Chair Hosseini agreed that the Faculty Senate Chair will serve on the “Academic, Faculty and Student Success, Public Relations and Strategic Communications Committee”. Faculty are encouraged to forward suggestions on items needing to be addressed, especially about the “Graduate Student Experience”.
- “Updates from the Office of the Postdoctoral Affairs” will be added to this month’s Faculty Senate agenda as an Information Item. Dr. Lily Lewis leads the Postdoc Task Force, which the Chair has asked to examine and resolve issues of lost benefits during the transition from a Postdoctoral Associate to a Postdoctoral Fellow. Health insurance updates will be provided, as well as information shared with Postdocs during recurring orientation sessions.
- The Chair has requested information about airflow and air quality in classrooms during COVID, and invited Mr. Helms to take the floor:
- Mark Helms, Assistant VP of Facilities Services, was introduced to provide a demonstration of online information being launched. Snapshots of the new web test site were provided, and how the information will be made available to the faculty about their assigned teaching spaces was reviewed. Information will be available under the information tab on the Facilities Services website: <https://www.facilityservices.ufl.edu/information/classroom-air-exchange-data/>.



- The web page will provide a general explanation of how air exchanges are calculated. The ACH of a building or classroom space can be located by a user field input. The Building search field will work by entering either a building name or a building number.

CLASSROOM AIR EXCHANGE DATA

DIRECTIONS

FAQS

FORMS

RATES AND FEES

STAFF DIRECTORY

SUSTAINABILITY

CLASSROOM AIR
EXCHANGE DATA

All air handling unit design for UF buildings is based on ASHRAE (American Society of Heating, Refrigerating and Air-Conditioning Engineers) standards. A process to calculate and evaluate ACH (Air Change per Hour) levels has been conducted by Facilities Services staff. ACH as defined by ASHRAE is calculated as ventilation airflow divided by room volume, and it indicates how many times, during one hour, the air volume from a space is replaced with outside air. Rooms identified as instructional spaces with completed assessments will display their calculated ACH below. As additional assessments are completed that data will be added to this page. If you have any questions please reach out to fscommunications@ad.ufl.edu.

Building:

0030

Weimer Hall (WEIM)

Room:

CPT Chiefland

- The Room field is searchable but will also provide a dropdown of the instructional spaces where data is currently available.

Building:

Weimer Hall (WEIM)

Room:

Select a Room
1084 (CLASSROOM)
1076 (CLASSROOM)
2056 (CLASSROOM)
1074 (CLASSROOM)
2050 (CLASSROOM)
1092 (CLASSROOM)
1064 (CLASSROOM)
1070 (CLASSROOM)

- Once a building and room have been specified, the ACH measurement will be displayed. The example below shows a building's air exchange per hour of 7.2 ACH.

Building:

Weimer Hall (WEIM)

Room:

1084 (CLASSROOM)

0030 Rae O. Weimer Hall (WEIM) - Room 1084

7.2 ACH

A Gator link must be used to gain access to these pages. Facility Services is coordinating with all Deans and the Registrar to maintain vacant spaces between classes to allow increased fresh air exchange. The website documents 657 teaching spaces across campus, and an additional 70 spaces have just been added, so this document is updated every Friday and is evolving. Aggregate information for common congregational areas such as libraries, dining halls, etc. are not included and tend to have high air exchanges. Attention has been given to filtration and fresh air issues relative to Florida's high humidity. The website is expected to go live Wednesday or Thursday. Please forward any feedback to Mark Helms.

- Discussion points also included: Facility Services work on this project in coordination with UF Health, COO Dr. Charlie Lane, and Dr. Michael Lauzardo; the review of peer institutions' practices during COVID; LEADS buildings, sustainability, and impacts on long term general health; the amount of fresh air available based on the equipment in a space; and building designs' impact on air exchange.

• **President's Report**

Kent Fuchs, President

- Infectious disease specialists Drs. Michael Lauzardo and Nicole Iovine, and Sr. VP of Health Affairs & UF Health President Dr. David Nelson, continue to share vaccine and virus information with President Fuchs and the community. Dr. Fuchs discussed the [UF Screen, Test & Protect COVID testing dashboard](#) and its most recent numbers regarding positivity testing rates, including campus and community cases in Florida, which are shared by the Florida Department of Health. Although most universities share self-reporting data, the UF dashboard includes data on any community member positive from any source.
- UF / UF Health has far more capacity to vaccinate than the available vaccine supply. Supply changes daily and the university has assiduously requested updates at the state level, including the Governor's office. UF is currently scheduling vaccinations for two-week periods, but supply is inconsistent for even such smaller durations of time.
- Dr. Fuchs briefly discussed some prefatory legislative session items which may be considered, including an intellectual diversity bill raised last year. These items, as well as the state budget, will be discussed by Florida lawmakers throughout the next 12 weeks.
- No decision has been made yet on Spring 2021 Commencement ceremonies, although UF wants to increase the number of in-person ceremonies post-2020. Considerations include utilizing the O'Connell Center following CDC and UF Health guidelines. Social distancing measures would greatly reduce guest participation, so the Commencement Committee continues to examine various options.

• **Provost's Report**

Joe Glover, Provost

- An internal search for the Dean of the Graduate School is being initiated. Dr. Henry Frierson is leaving this role at the end of this semester. Executive Chief of Staff Dr. Win Philips will chair the search committee and detail how to nominate candidates, etc. in a forthcoming announcement.
- Following an inquiry, the Provost clarified that UF seeks an internal candidate who knows the institution, graduate programs, and issues within UF and wishes to offer this opportunity to the +5,000 UF faculty.
- The Provost also responded to an inquiry regarding if there are any new admissions data available regarding possible adverse effects on admissions applications due to limited SAT & ACT exam access during COVID. UF received more applications this year than last year and we are one of a dwindling number of universities continuing to require SAT and ACT scores in the admissions process. There is a general expectation that these test scores will be lower since many are unable to repeatedly take the exam to improve their final score. The Provost discussed UF's primary emphasis on its consideration of admission candidates' high school: GPA, number of credits, and rigor of courses. A candidate's holistic essay is considered, and ACT/SAT scores also carry some weight in UF's admission decision.

Update on Title IX Changes

Russell Froman, Assistant Vice President
for Accessibility and Gender Equity

- Russ Froman discussed the impact on UF students, faculty, and employees of the 2,000-page document produced by the U.S. Department of Education, which created a new law rolling back Obama-era guidelines on Title IX and affects sexual misconduct definitions and complaint procedures for K-12 and college institutions. The document garnered 124,000 public comments and narrowly defines what a Title IX event is and how an institution like UF can react to a Title IX complaint. UF's communication plans and goals to assist employees (both complainants and respondents) in optimally navigating through the complaint process were discussed. This office continues to work closely with Human Resources, Student Affairs, and the General Council, and is also now working with UF Levin School of Law students who are assisting as advisors.
- A new website about the process has been launched and will be shared at Faculty Senate.
- Topic paradigm reframing, including focusing on prevention, changing how to avoid harm from occurring, offering a healthy relationship model, preventing drug abuse, offering bystander help education, and identifying what the university provides when harm occurs.
- A new employee course; the launch of a student advisory board and area deputy coordinators to provide support and information to academic units; and the launch of a new phone app were discussed.
- Evaluations are being built into this program so that real-time information on its effectiveness can be realized.

Successful College Collaborations Series

Michael Reid, Dean
College of Health & Human Performance
David Richardson, Dean
College of Liberal Arts & Sciences

- Dean Reid and Richardson shared slides highlighting successful collaborations, respectively, at the [College of Health & Human Performance](#) and the [College of Liberal Arts & Sciences \(CLAS\)](#). CLAS Associate Dean Chris McCarty has also assisted with CLAS' collaborations and was introduced.

University Curriculum Committee

Angela Lindner, Associate Provost
for Undergraduate Affairs

- [Plant Science BA Degree Termination](#)
- This request for the termination of the Bachelor of Arts degree in Plant Science is being made by the plant science committee and faculty due to the lack of student selection, current course offerings, and program structure. No students are currently enrolled in this program.

Including Native Americans in Our Dialogue on Diversity **Richard Conley**, Director
American Indian and Indigenous Studies

- Dr. Conley will present this topic at the February 18th Faculty Senate meeting.

BOT Regulations

Taylor Rose, Sr. Counsel

- It is expected that there will be no BOT regulations being reviewed at the March BOT meetings.

Council Reports

Infrastructure Council

Richard Scholtz

- Council has not met since the last Steering Committee meeting.

Academic Policy Council

Hans Van Oostrom

- Council met last month and discussed Quest. Quest Director, Andy Wolpert, outlined university and faculty efforts to create and teach diversity inclusive courses.
- Council is looking at the issue of faculty titles, in coordination with the Compensation Committee, and also at guidance documents for peer evaluations of teaching. At last week's Association of American Universities (AAU) STEM Department Chair Workshops, a topic was presented pertaining to strengthening the teaching evaluation process and achieving change on a departmental level. The University of Georgia DeLTA (Department and Leadership Teams for Action) project was highlighted. It advocates evaluations considering three voices in the evaluation process: peer; student; and self (self-assessment).

Welfare Council

Sarah Lynne

- Council has been reaching out to campus for immediately actionable initiatives from faculty. Responses are being compiled and Chair Lynne has reached out to the Chief Diversity Officer, Antonio Farias, with whom she is meeting, to discuss a more in-depth analysis of pay equity. Coordination continues with the Compensation Committee on this topic.

Research and Scholarship Council

Keith Rambo

- Council has not met since the last Steering Committee meeting. Tomorrow's council meeting will include a presentation from Dr. Wayne McCormack regarding mentoring in the research enterprise, including how to best mentor students who may be managing data troves, and contemplating when and how to appropriately identify students, particularly graduate or post-doctoral, as competent in a given field or area of expertise.
- Council members are interested in learning more about P&T in the UF research enterprise. Several council members have formed a fact-finding sub-committee which is reporting findings to the council for discussion and any needed action(s).
- Chairs Rambo and Doré meet next week with UFIT Associate Director for Business Relations, Alicia Turner, to discuss an 'Old Business' agenda item, Electronic Lab Notebook (ELN) options, which will then be shared with the council.

Budget Council

Ashley Ghiaseddin

- David Christie, Assistant Vice President & CFO at UF Advancement and UF Foundation, Inc. is being invited to speak to the council next month to provide an overview of the Foundation/Advancement.
- Council hosted Executive Chief of Staff Dr. Win Phillips at its January 15th meeting. The UFICO ESG Policy Overview was emailed by Dr. Phillips to Chair Ghiaseddin on 1/19/21. The [UFICO ESG Policy Overview](#) link, which was [posted](#) on the Budget Council agenda/minutes page on 1/19/21, was placed in today's Zoom chat for committee members' review. Matt Williams, Director of the Office of Sustainability, attended the council's January meeting and noted that the university is looking at its usage of solar panels on campus and revamping its carbon neutral goals.
- Steering Committee members discussed the support of the solar grid at UF and the increased need

to so with the growth of electric cars.

- The Faculty Senate Chair also noted that UF has signed on to Harvard [COACHE](#), which distributes an annual faculty survey and focuses on significant aspects of diversity. It will provide an overview of changes occurring over periods of time, and enrollment by State University System (SUS) is encouraged. The plan is to have the Chair-elect follow-up on this item next academic year to ensure faculty are in receipt of all the data and results, not just the COACHE synopsis.

Approve [February 18, 2021 Faculty Senate Agenda](#)

Sylvain Doré, Chair

- Because a number of academic calendar options are still being reviewed, and there are no anticipated BOT regulations being reviewed in the March Board of Trustees meeting, the '2025-2026 Academic Calendar' and 'BOT Regulations' items will be removed from the agenda. Lily Lewis, Director of Postdoctoral Affairs and Academic Communications, will present 'Office of Postdoctoral Affairs Updates'; this will be added as an Information Item and will precede the Title IX presentation.

Adjournment

Sylvain Doré, Chair

- The meeting adjourned at 4:34 p.m.