

Senate Steering Committee Minutes

December 9, 2021

3 p.m.

Tigert 226

Present: David C. Bloom, Taylor Rose, Sarah Lynne, Danaya Wright, Colleen Koch, Josepha Cheong, Perry Collins, Steve Orlando, Paul Duncan, Laurie Bialosky, Ashley Ghiaseddin, Amanda Phalin, Juan Nino, Ray Issa, Richard Scholtz, Angela Lindner, Keith Diem, Sylvain Doré, Robert Cousins, and Frank Bosworth.

Call to Order

David C. Bloom, Chair

- The meeting was called to order by Faculty Senate Chair David C. Bloom at 3:02 p.m.

**Approve [November 4, 2021](#)
& [November 10, 2021 Minutes](#)**

David C. Bloom, Chair

- Both minutes were approved.

Reports

Chair's Report

David C. Bloom, Chair

- Following today's Faculty Senate Ad Hoc Committee on Academic Freedom report presentation, Chair Bloom will share his recommended follow-ups. He asked that committee members hold comments and inquiries for later in this agenda.

- Due to meeting and travel conflicts, there is no President's or Provost's Report today.

- Please join us for the Distinguished Professor lecture which will follow Thursday's Senate meeting. Dr. Robert Knechel, Distinguished Professor and Frederick E. Fisher Eminent Scholar in Accounting, will present 'Who Do You Trust? Accounting and the (Political) Economy' at 5:00 in Reitz Union, Chamber Room.

COVID-19 First Responders Resolution

David C. Bloom, Chair

- Chair Bloom and Group 1 Senator Catherine Striley would like to present a resolution to Faculty Senate to recognize the herculean efforts made by campus and community COVID-19 first responders to keep UF safely operational. It was noted that a similar resolution was passed at the June 2021 Board of Trustees (BOT) meeting.

- The resolution timeline was discussed, including if the resolution should be referred to a committee (i.e., the Welfare Council) for additional editing, but it was agreed to [tweak the resolution today](#) with input received from Steering Committee members and guest Dean Koch. UF Health's Screen, Test and Protect program leader Dr. Michael Lauzardo was contacted for resolution feedback but was not immediately available. Following discussion about how to inclusively recognize campus and community COVID-19 first responders and supporters, a motion to approve the [updated resolution](#) was unanimously carried.

**[Faculty Senate Ad Hoc Committee
on Academic Freedom Report](#)**

**Ray Issa, Chair, Faculty Senate Ad Hoc
Committee on Academic Freedom**

- Ad Hoc Committee Chair Ray Issa presented a 274-page report, released on December 6, from this fact-finding committee, which collected data but did not make any recommendations, leaving that as a purview of the Faculty Senate Chair and advising bodies.

- An executive summary of the data and facts collected from faculty was shared and the committee's charge was reiterated. Sections one through five, and the appendix were summarized.
- Chair Bloom relayed that he received many emails thanking this committee and expressed appreciation for the stellar and clarifying work which was completed on a short (three-week) timeline.
- The committee thanked Chair Bloom in appointing this special committee and allowing an inlet for faculty voices to be heard and protected.
- Chair Bloom presented an action plan for Steering Committee consideration. It is organized by five areas of immediate action and by some longer-term items that need to continue to be worked on. The Steering Committee discussed and agreed with key points which will be summarized in a [memo to faculty by Chair Bloom outlining agreed upon actions](#); the memo will be distributed to faculty following this meeting.
- Follow-up comments and points of inquiry discussed included: the establishment of and the ratio of faculty and administrators on the proposed joint conflict of interest (COI) review committee of faculty and administrators (and the importance of an equalized representative ratio); the importance of a second appeal to initial UFOLIO decisions; the importance of clearly separating the UFOLIO platform (and any of its issues) from the actual policy; the importance of having an open channel to continue any reporting of academic freedom issues in a way which is sustainable and confidential (including any Ombuds, etc. mechanisms which can be instituted to address any ongoing or forthcoming grievances); attention should be given to the appeals procedures used by UF peer institutions; while the administration is ultimately responsible for compliance, this process has ensured that there is more room for more feedback now; immediate feedback can be provided to administration to stress the need for a balanced committee with a bench of faculty knowledgeable in areas prone to areas of conflict; the workload in the Office of Research and other affected offices is being examined so faculty have an idea of what the length of time a review process might be, particularly in light of the required time commitment and expertise needed to carry out work in this space; and administering conflict of interest policies at the college and university levels was also discussed.
- Chair Bloom will extend the ad hoc committee's charge for two more months of data collection prior to beginning an option of setting up a permanent process through faculty representatives and/or the Faculty Senate committee/shared governance structure.

Introduction to the Dean of the College of Medicine

Colleen Koch, Dean, College of Medicine

- Dean Koch will discuss at Senate: the UF College of Medicine's strategic development planning process, including results from focus group activities and vision statements; implementation of initiatives under the strategic development plan, including an accessible tracking dashboard; and UF Health growth in the state of Florida.
- After several months of planning, Dean Koch and her colleagues will present to the campus community a live-streamed and recorded UF College of Medicine strategic plan town hall tomorrow at 7 a.m.

Faculty Author Rights Policy

Josepha Cheong, Chair,
University Libraries Committee
Perry Collins, Copyright & Open
Educational Resources Librarian

- Perry Collins, Copyright & Open Educational Resources Librarian, has collaborated with the University Libraries Committee (ULC) on a Faculty Author Rights Policy which focuses on how faculty can most efficiently share their work, retain their publishing rights, and increase citation of their work without the burden of negotiating with individual and separate publishers. The policy which will be shared at Senate is not a mandate, has an opt-out option, and does not limit or suggest journals in

which faculty should publish. University Libraries and the University Libraries Committee (ULC) have also coordinated with the General Counsel's Office and the new policy approval process.

Graduate Council

Paul Duncan, Sr. Associate Dean

- [Close Masters in Occupational Therapy Degree Program](#) Graduate School
- This proposal is to close the OT program as it now grants a doctoral of Occupational Therapy degree. There is no impact on faculty or current students.

[Department of Orthopaedics & Rehabilitation Name Change Request to Department of Orthopaedic Surgery and Sports Medicine](#)

- This department proposes this name change and has appropriately articulated how peer institutions name sister departments and the benefit to UF.
- [Establish a Special Purpose Center in Jacksonville: Design Construction & Planning's CityLab \(JAX\)](#)
- This is a proposal to open a second CityLab in Jacksonville.

Council Reports

Infrastructure Council

Keith Rambo

- Due to a meeting conflict, Professor Rambo submitted [his council report](#) which was shared by Chair Bloom. Council will also be discussing air quality.

Welfare Council

Sarah Lynne

- Council finalized the academic freedom resolution and is reviewing the next steps to follow up on IDEA resolution components. It also plans to review potential new compensation and equity issues pertaining to multi-year faculty contracts.

Academic Policy Council

Richard Scholtz

- Council met this morning and discussed a new joint committee - the Professional Curriculum Committee, which will coordinate with the University Curriculum Committee (UCC), and the Graduate Council to efficiently review and approve curriculum proposals.
- A discussion regarding student attendance policy was moved to January.
- Council confirmed the awarding of a degree to a terminally ill student and an in-memoriam degree policy is being reviewed for any needed updates.
- The Minimum Canvas Use policy was extended for an additional semester and council will look into establishing it on a permanent basis.
- Council will also look into assessing GatorEvals questions regarding diversity implementation in the classroom.
- An inquiry was made if Quest offers students an opportunity to critically review and evaluate social media and websites. Because Quest is approved via the UCC, APC Chair Scholtz will inquire if Quest or the College of Journalism and Communications may already have such a course.
- Chair Bloom provided a brief update that the celebration day slated for February is taking place on a Wednesday and that APC was consulted.

Research and Scholarship Council

Jason Byrd

- Council Chair Byrd was unable to attend today due to a schedule conflict and Chair Bloom recapped council's discussions pertaining to IACUC, Animal Care Services, and EHS, including lack of space and an efficient approval process. Increased support is needed from the administration to inject resources to obtain efficient UF and peer institution aspirational levels. Additional work needs to be done to decrease research barriers and presented to administration perhaps as a resolution and/or by in bringing in an outside institutional reviewer.

- The committee suggests that the council prepare a resolution of support.

Budget Council

Ashley Ghiaseddin

- The Sustainability Committee is working with Budget Council and is reviewing UF's Environment, Social and Corporate Governance Policy ([UFICO ESG Policy](#)) and is planning to put forward a recommendation on UFICO's ESG investment strategy. It will advocate for increased transparency on their website and in documents for shareholders on their adherence to ESG investing. It will also request consideration of a higher standard of sustainable investment.
- Council discussed faculty compensation in terms of retirement contributions. Requesting increased employer contributions would be beneficial to all faculty and would help to near peer institutional levels.
- The [UF financial transparency portal](#) has been updated and Faculty Senate may benefit from an overview of it by a council administrative liaison.

Approve [December 16, 2021 Faculty Senate Agenda](#)

David C. Bloom, Chair

- The agenda was approved as amended to update the 2/9/22 Day of Celebration presentation title and to move Dean Koch's presentation to the first Information Item.

Adjournment

David C. Bloom, Chair

- The meeting adjourned at 5:18 p.m.