

**UF** | Faculty Senate  
UNIVERSITY of FLORIDA  
**Senate Steering Committee Minutes**  
**April 28, 2022**  
**3 p.m.**  
**Tigert 226**

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**Present:** David C. Bloom, Amanda Phalin, Taylor Rose, Andra Johnson, Michael Gutter, Stacey Ellison, David Nelson, Sean Trainor, Joe Glover, Keith Diem, Juan Nino, Richard Scholtz, Laurie Bialosky, Paramita Chakrabarty, Sylvain Doré, Sarah Lynne, and Keith Rambo.

**Call to Order**

**David C. Bloom, Chair**

The meeting was called to order at 3:00 p.m. by Faculty Senate Chair David C. Bloom.

**Approve [April 7, 2022 Minutes](#)**

**David C. Bloom, Chair**

**Reports**

• **Chair's Report**

**David C. Bloom, Chair**

- There is no President's Report today due to Dr. Fuchs being away at Commencement.
- Dr. Fuchs will be traveling during the May 5 Senate meeting.
- Additional Presidential Search Listening sessions are being coordinated and communications detailing these will be provided to faculty tomorrow.
- Chair Bloom provided an update on the Board of Trustees meeting held this month, including the vote on the slate of tenure upon hire faculty who were approved, including Dr. Joseph Ladapo. Chair Bloom discussed his affirmative vote and rationale; his vote was based on the tenure criteria established by the College of Medicine & UF. He concurred that Dr. Ladapo's qualifications were above and beyond, based on his education and professional career, which includes being Harvard-educated and being a tenured UCLA faculty member; having 1.8 million in National Institutes of Health (NIH) grants; and having 83 peer reviewed publications. Chair Bloom discussed that he will not set a precedent of voting against a College of Medicine faculty-approved tenure vote. While tenure does not translate to a job for life, it does allow academic freedom to research and teach freely without reprisal, particularly for faculty who may be outside of the mainstream on either the left or on the right.
- Chair Bloom also provided an update to the BOT addressing the five points of conflict of interest and the faculty appeals process, and strongly re-affirmed faculty rights:
  - 1) Expert witness COI review. This issue was already addressed by the President's Task Force. The University has changed its conflict of interest review policy to include a) a committee that includes faculty that will review an expert witness disclosure request that is denied, and b) an appeals process has been established that will involve review by a separate standing committee that will include faculty representation.
  - 2) Other outside activities COI review. Request that these activities follow the same revised review process (including the ability to appeal) as those for the new expert witness policies. Essentially, all outside activity requests submitted through UFOLIO that are rejected would have an automatic review by a committee that includes faculty and an opportunity for appeal.
  - 3) Freedom to speak to the press. Request that the Administration reaffirm: a) that faculty can speak to the press as private citizens, when making it clear that they are not representing the University and b) that faculty have the right to speak to the press regarding areas of their expertise and use their UF credentials for identification purposes only, and c) that when speaking in these 2 capacities, the University will not restrict their constitutionally protected speech.
  - 4) Publication and control of research materials. Request that the University reaffirm that

faculty have the right to research and timely publication without interference by outside influence. This of course does not release the researchers from following all state and federal laws and the terms of the relevant research agreements and regulatory approvals.

5) Academic freedom in education materials. Request that the University reaffirm that faculty have control over the content of their syllabi and course materials, understanding there may be curriculum, accreditation, and similar requirements.

- Two other items which Chair Bloom addressed at the BOT meeting included: requesting an increase of employer contribution to Optional Retirement Program (ORP) employer contributions to at least 10% and increasing graduate and postdoctoral student resources to aid in student recruitment and increasing research funding growth. Graduate School Dean Dr. Nicole Stedman also addressed points relevant to remaining competitive with institutional peers.

- The Advisory Council of Faculty Senates (ACFS) meets May 20<sup>th</sup> in Tallahassee and will be attended by Chair Bloom and Faculty Senate Chair-elect Amanda Phalin.

- Chair-elect Phalin will be in touch with Senators to discuss next year's Faculty Senate meeting format, including voting and remote options and potential Bylaw changes.

- Additional discussion and inquiries included:

-- Switching institutional accreditors is still under discussion.

-- It was clarified that the intent of the Presidential Search Listening Sessions is to increase faculty voice and feedback.

-- It was agreed that implementing a more formalized and structured procedure for Faculty Senate accolades or a service-to-faculty-award could be added to the Honorary Degrees & Distinguished Awards Committee Fall agenda. An SOP and/or template for such a potential award(s) may also help increase the diversity of recipients.

- **Provost's Report**

**Joe Glover**, Provost

- Provost Glover provided updates on the Dean searches. Two search committees are active: the Herbert Wertheim College of Engineering Dean search and the College of Pharmacy Dean search. Earlier this month, Dr. Beth Virnig was named Dean of the College of Public Health and Health Professions.

- House Bill 7 (HB 7) guidance from UF has been prepared and reviewed in raw form.

President Fuchs and the college Deans are currently reviewing a video introduction of the topic so that it can be available for distribution to all faculty this summer.

**Scripps Update**

**David R. Nelson**, Sr. VP for Health Affairs & President of UF Health

- Dr. Nelson provided an overview of the Scripps partnership and its incorporation into UF. The UF Board of Trustees (BOT) and Dr. Fuchs asked that coordination between Dr. Nelson's team and the General Counsel's Office take place to complete final negotiations. The group of Scripps biomedical scientists are located in Juniper, FL and are participating in the effort initially led by Governor Jeb Bush to increase science opportunities and grow a critical mass or hub to increase employment in science. Scripps is one of top three science brands in world. Three weeks ago, this group become UF Scripps Florida Biomedical Research and the integration of faculty, 350,000 square feet of space, and 43 PI's and 500 employees began. Research focuses include chemistry, therapeutics development for clinics, a biotech incubator, and graduate student health care training is also in the offering.

Approximately 80 percent of the 60-80 million dollars of research funding is NIH-based. Funding, which would make UF one of the largest NIH-cancer-funded institutions. Dr. Nelson discussed some of the available and unique core resources and biomedical resources now available to UF though this opportunity.

- The transition now underway for IT and tenured faculty recruitment was briefly discussed, as well as the international component and UF's footprint in South Florida.

## **University Athletics & Academics**

**Scott Stricklin**, University Athletic Director

- Scott Stricklin forwarded the topics which he will discuss at Senate, which will include a broad UF Athletics update focusing on student-athlete academics, general university athletic office updates, competitive updates, facility updates, and Name, Image and Likeness (NIL) updates.

## **Introduction to the Dean of UF/IFAS Extension & Director of Florida Cooperative Extension Service**

**Andra Johnson**, Dean of UF/IFAS Extension & Director of Florida Cooperative Extension Service

- Dean Johnson was introduced and shared that he has visited counties all 67 counties which have IFAS Extension offices and has met with stakeholders to explore opportunities. His office is reviewing strategic vision plans, a current road map, and priorities, including expanding IFAS Extension online through a partnership with CALS and the Center for Online Learning. The organization will work to be more customer-centric and will increase engagement with such university organizations as Faculty Senate to help establish a gateway to UF and its resources.

- Advancing the UF land grant university mission, meshing research and the cultures of main campus and extension stations, multiple collaborations with nine-month faculty, and clinical translational science funding and partnerships were also discussed.

## **[Resolution for Development of a Strategic Plan for Animal and Human Subject Research Resources](#)**

**David C. Bloom**, Chair

- The resolution addresses faculty concerns regarding limited animal care space and inefficiencies in the IACUC, IRB/EH&S areas of pathogen research. A [report](#) on these findings was drafted and discussed by the Research & Scholarship Council.

- The resolution was unanimously approved with [the addition of a hyperlink to the report](#).

## **[Multi-Year Contracts Resolution](#)**

**Sean Trainor**, Chair, Compensation & Equity Committee

- Dr. Trainor provided an overview of the [resolution](#) with a goal of not immediately moving it to an Action Item in the short term, as it may be helpful to utilize an extended period to communicate with faculty and colleges, especially with Deans and Department Chairs, who make decisions pertaining to employment matters.

- A change to such a faculty employment situation must also be bargained by and ultimately approved by the Collective Bargaining Agreement (CBA).

- Background was provided on the survey referenced with the resolution, including that CLAS initially developed the survey to mainly focused on faculty titles, but 81.4 percent or 1400 survey takers indicated the use of multi-year contracts would help improve their equitable treatment.

- Tenure and non-tenure faculty practices at UF, IFAS, and at peer institutions were also discussed, especially in reference to equity in job duties and responsibilities.

- The resolution was approved as [updated with minor tweaks](#) based on feedback received from the Steering Committee today.

## **UF and the 4-H Enterprise**

**Michael Gutter**, Associate Dean for Extension and State Program Leader for 4-H Youth Development, Families and Communities

**Stacey Ellison**, Associate State 4-H Program Leader

- Associate Dean Gutter and Program Leader Stacey Ellison discussed the activities and structural organization of the 4-H enterprise and how it partners with UF, including programs for residential,

environmental, and learning programs throughout state. Florida was one of four states invited by the U.S Dept. of Agriculture and Pathways to form a team of experts in the field to increase engagement and explore resources. 4-H's impact on whole communities and its successes in public health, financial literacy, and campus engagement will be shared at the Senate meeting. Research initiatives, such as a forthcoming AI project launch with the College of Engineering and engaging 4-H students on campus were also discussed.

### **Committee on Committees Annual Report**

**Paramita Chakrabarty**, Chair  
Committee on Committees (COC)

- Dr. Chakrabarty reviewed the broad goals of the COC, which is to review the Senate Councils and Committees and identify any concerns regarding their functioning. In 2021-2022, the COC met regularly via hybrid and were well-attended by its six faculty members and Senate Secretary who advises the committee regarding presentation scheduling, agenda-setting, and review of the minutes by the Chair and acting Vice Chair. To increase efficiency and function, the COC selected an individual as vice Chair from within its committee members. As recommended through self-evaluation last year, COC is actively using a Standard Operating Procedures questionnaire. This SOP is shared with the invited Councils and Committees prior to their appearance in front of the COC. This has been helpful during presentation and follow-up discussion sessions. The COC reviewed eight committees this academic year and reviewed a petition for the formation of Professional Curriculum Committee. The recommendations and actions taken following these presentations are detailed in this [annual report](#). A list of scheduled presentations for the 2022-2023 academic year is also attached.
- Dr. Chakrabarty answered COC report inquires, including clarifications pertaining to COC recommendations and reporting within the [shared governance structure](#), and an example of improved procedures (within the Senate Nominating Committee) was provided.

### **Council Reports**

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

**Richard Scholtz**

- APC met last Friday and approved giving guidance to UF tenure and promotion boards on excellence in teaching, including utilizing certificates which help document teaching quality, production, and expertise. APC also approved the roll out of the terminally ill and post-humous policy.

#### **Budget Council**

**Ashley Ghiaseddin**

- Dr. Ghiaseddin forwarded his report that, at the last council meeting, he provided an update to Budget Council on the steps which Senate is taking regarding its new resolutions.

#### **Infrastructure Council**

**Keith Rambo**

- No new information was reported, as council met one day prior to the last (April) Steering Committee meeting.

#### **Welfare Council**

**Sarah Lynne**

- No new information was reported, as council met prior to the last Steering Committee meeting.
- In response to an inquiry related to faculty input on COACHE questionnaire, Chair Bloom relayed that he has been in communications with Assistant Provost and Director of Institutional Planning and Research Cathy Lebo.

### **Approve [May 5, 2022 Faculty Senate Agenda](#)**

**David C. Bloom**, Chair

- The agenda was approved with the following amendments:
- Due to travel, Dr. Ray Issa's name is removed from the UCRC Report; only Professor Luke will present this item.

- A Presidential Search (faculty) Listening Session, with presenters Chair Bloom, Trustee Rahul Patel, and Consultant Alberto Pimentel, is added to the agenda, and will follow the open discussion from the Senate floor. To accommodate this listening session, which is being live-streamed and will begin promptly at 4:15, the Senate meeting time is changed from 3:00 – 5:00 to 2:00 – 4:15.
- The 'Presidential Qualities Resolution' is moved forward to the second Action Item.
- Chair Bloom's 'Presidential Search Update', which is the first Information Item, is replaced by a ['Resolution in Recognition of Service'](#) to Dr. Paul Duncan, which he will present.
- Dr. Ellison and Gutter's 4-H presentation will be moved forward to follow Dr. Andra's presentation and will be re-named '4-H Pathways/Campus Engagement'.
- The 'Multi-Year Contracts Resolution' is moved to the last Information Item.

**Adjournment****David C. Bloom, Chair**

- The meeting adjourned at 5:37 p.m.