

Senate Steering Committee Minutes

August 18, 2022

3:00 p.m.

Tigert 226 (President's Conference Room), or via Zoom:

<https://ufl.zoom.us/j/97661433851?pwd=YkN4LzBzZUtUanQyVGczSEFaKzhzZz09>

Meeting ID: 976 6143 3851 **Passcode:** 090348 **Dial in:** +1 646 558 8656

Present: Amanda Phalin, Danaya Wright, Sarah Lynne, Kent Fuchs, Keith Rambo, Chris Hass, Taylor Rose, Catherine Striley, Tom Kelleher, David Bloom, Brooke Mercier, Richard Scholtz, Bob Parks, Juan Nino, Laurie Bialosky, Marsha McGriff, Rick Stepp, Stacy Wallace, Joseph W. Little, Ashley Ghiaseddin, and Frankie Tai.

Call to Order

Amanda Phalin, Chair

- Faculty Senate chair Amanda Phalin called the meeting to order at 3:00 p.m. and introductions were made.

Approve Minutes: [April 28, 2022](#)

Amanda Phalin, Chair

& [July 1, 2022](#) (*Emergency/Previously Unscheduled Meeting*)

- Both minutes were approved.

Reports

• **Chair's Report**

Amanda Phalin, Chair

- Chair Phalin provided agenda updates, including that Dr. Glover is unable to provide a Provost's Report today due to a meeting (Dean interview) conflict; President Fuchs will depart Steering meetings @ 4:00 for a standing SEC meeting; David Nelson, UF Health President & Senior Vice President for Health Affairs cannot attend today's meeting and will provide a full Health Sciences update at the September Senate meeting; Chair Phalin will remind faculty to review the Health Science Center updates in the Campus Brief which was sent out on Monday, August 15; Chair Hosseini is unable to attend today's meeting and will provide a report at this month's Senate meeting; and the multi-year contracts agenda item was presented at the last regularly-scheduled Steering Committee meeting (on April 28th) and will be presented at Senate this month by Sean Trainor, Compensation & Equity Committee Chair.

- Following an August 1 meeting with President Fuchs, Chair Phalin reported that the administrative liaisons below were approved, per the [University of Florida Constitution](#), Article V, Section 7(C):

- Added Taylor Rose as a General Counsel liaison to the [Faculty Senate Steering Committee](#). A new Parliamentarian, Emeritus Professor of Law Joseph W. Little, will advise the Faculty Senate and its Steering Committee on parliamentary procedures.
- Switched Brook Mercier, Assistant Vice President of UFHR, from the [Compensation & Equity Committee](#) to the [Welfare Council](#) (by request of Melissa Curry, Interim VP of HR)
- Removed Shannon Edwards, former UF Benefits Director, from the [Welfare Council](#), as she has left UF (by request of Melissa Curry, Interim VP of HR).
- Added Brent Goodman, Director of Compensation, to the [Compensation & Equity Committee](#) (by request of Melissa Curry, Interim VP of HR).
- Added Chris Hass, UF Associate Provost for Academic and Faculty Affairs, as an administrative liaison to the ad hoc Faculty Senate Task Force on Shared Governance.
 - This Shared Governance Task Force will review the status of shared governance

procedures at the University of Florida and will be chaired by Faculty Senate Chair-Elect Danaya Wright. It will produce a report with recommendations to the Faculty Senate and to the new UF President by the end of the academic year (May 2023).

- Added Mark Kaplan, UF VP of Government and Community Relations, as administrative liaison to ad hoc committee on Legislative and Governmental Affairs.
 - This committee aims to help the Senate stay abreast of political issues and policies that may impact us and provide timely input to the University's Office of Government and Community Relations as appropriate. Dr. Timothy Murtha from the College of Design, Construction, and Planning will chair the committee. In addition, the University Constitution & Regulations Committee will review any bylaw and constitutional changes needed to establish the Legislative and Governmental Affairs Committee (LGAC) as a Faculty Senate standing committee. This item will be placed on the Committee on Committees (COC) & University Regulations & Constitution (UCRC) agendas for consideration.
- Nominations are open for Honorary Degrees and distinguished awards this month and are due October 1. The [Call for Nominations Form](#) web link and email announcement was emailed today to the UF Faculty listserv and is on the Honorary Degrees and Distinguished Awards Committee web page @: <https://fora.aa.ufl.edu/FacultySenate/Committees/Honorary-Degrees-and-Distinguished-Awards-Committee>.
- Past Faculty Senate Chair David C. Bloom's [Resolution for Development of a Strategic Plan for Animal and Human Subject Research Resources](#), which was tabled from the May 2022 Senate agenda, is being sent back to the Research & Scholarship Council for further review and to incorporate recent updates, including the results of reports written by working groups convened by VP of Research Dr. David Norton.
- This year's seven Distinguished Professors are: [Frank J. Bova](#) (former Faculty Senate Chair); [Valeria V. Gordan](#); [Wayne L. Nicholson](#); [Sara J. Nixon](#); [Vladimir Rakov](#); [Baba C. Vemuri](#); and [Mo Wang](#). The Distinguished Professors will present a lecture this academic year which will be live-streamed and recorded, and which will be followed by a reception. The Faculty Senate Chair-elect oversees this event and Chair-elect Wright is modifying the traditional lecture time and location to increase attendance. The Deans, and Associate Deans/Department Chairs of each new Distinguished Professor Lecturer have been contacted to request IT, facility reservation, and marketing support and to provide guidance on the best time for their students and colleagues to attend the lectures. Details are forthcoming from Chair-elect Wright and will be posted @: <https://fora.aa.ufl.edu/FacultySenate/Pages/Faculty-Senate/DistinguishedProfessorLectureSeries>.
- Chair Phalin discussed her goals and guiding principles for her Chair term, including: ensuring a successful presidential search; providing transparent and open communication as well as constructive and consistent engagement; and welcoming the opportunity to serve as a voice of all the university's faculty, including teaching and non-tenured faculty. Academic year updates and priorities include:
 - Coordinating free Reitz Union Senate meeting parking for Senators through the generosity of Vice President of Business Affairs Curtis Reynolds.
 - Following up on last year's [Faculty Senate Report of the Ad Hoc Committee on the Hiring of Dr. Joseph Ladapo](#). The College of Medicine Faculty Council has convened a Best Practices in Hiring Committee to review processes in the college.
 - With the gracious support of University of Florida Board of Trustees Chair Mori Hosseini, the entire Board of Trustees, and the Board of Trustees staff, access to the shared governance process is being expanded by providing recordings of all BOT meetings, as well as meeting updates from the Faculty Senate Chair via e-mail and Twitter, and information on how to attend Board of Trustees committee meetings.
 - Following up on the presidential search, which is going well.

- **President's Report**

Kent Fuchs, President

- President Fuchs commented on university athletics, which has changed significantly since he became UF President in 2014. NCAA athletics, the large athletic conferences, and the revenues associated with media rights for athletics have also undergone immense changes. For example, about eight years ago, a media rights deal was signed for about 200 million dollars per year but today the Big Ten announced that their new media rights deal is valued at over one billion dollars per year. Revenues have grown tremendously, and fundamental changes have been driven by court cases, such as Name, Image, and Likeness (NIL) enterprises, the ability to cap academic support to university athletes, etc. Revenue sharing and its effect on the university business model was discussed. UF Athletics has a self-contained budget. Athletic investment growth has increased. Most states are rapidly moving toward allowing gambling and betting, so UF will manage these changes within this context.
- Chair Phalin noted that she has asked Academic Policy Council (APC) Chair Dr. Richard Scholtz to look into if UF's honor code or code of conduct could be potentially violated by the deals being signed by athletes or by students utilizing such entities as Course Hero.

HB7 Update

Chris Hass, Associate Provost
for Academic & Faculty Affairs

- Associate Provost Hass provided an HB7 update to assist Faculty Senate in becoming an informed resource to UF faculty on this topic. HB 7 was signed into law in 2022 and became effective in July. UF videos and training were provided in May 2022. The law itself led to a Board of Governors (BOG) regulation, which was open to public comment, and which is anticipated to be reviewed in the BOG's August 26 meeting.

Chief Diversity Officer (CDO) Marsha McGriff, the Office of Student Life, the Provost's Office, the Office of Community and Government Relations, the General Counsel's Office met weekly to discuss HB7 and share updates and each college was asked to provide a liaison to be a conduit to answer faculty inquiries. CDO McGriff has 13 primary FAQs on the [CDO website](#). UF regulations are still in draft form and includes: the identification of reporting parties, whereby UF Employee Relations notifies the Provost's Office; fact-finders bring the information to the Provost and the topic/subject experts; and the Provost then decides if a violation occurred and what the consequence will be. A Canvas course or page focusing on teaching and best pedagogical practices will go live at the start of this semester. Regarding remediation, rigorousness, transparency, and due process are priorities and UF will work with anyone in violation to achieve a successful remediation and adjudication of a violation.

- Awareness of the impact of HB7 on faculty and the need to be empathetic and maintain UF faculty's successful forward motion in teaching and research was discussed.
- HR administrative liaison and Assistant VP of HR Brook Mercier highlighted the HB7 portion of the CDO website: <https://cdo.ufl.edu/hb-7/> and encourages faculty to consult it. Website end-user feedback was shared to move the very helpful 'FAQ' section forward on the above web link or somehow emphasize it on the website.
- CDO McGriff also requested that if any faculty groups could benefit from direct presentations or contact from her office, to please let her know.
- In response to an inquiry about HB7 relative to teaching content and how UF will teach and train faculty in addressing some topics, UF's training space was discussed. UF has specific guidelines on how to best facilitate and foster objectivity and the liaison in your college should be contacted with specific inquiries. Pages 21 -22 of: <https://www.myfloridahouse.gov/Sections/Documents/loadoc.aspx?FileName= h0007er.docx&DocumentType=Bill&BillNumber=0007&Session=2022> was shared and discussed. Being made uncomfortable during the discussion of a topic is not a violation. Resources for student transitions

from a high school to college environment are of significant importance.

- Chair Phalin discussed how Faculty Senate can assist in communicating HB7 processes and Associate Provost Hass noted that the regulation, as with all new regulations, will be presented to (i.e. as an Information Item and not an Action Item) the Faculty Senate. The importance of a well-informed and consistent message to faculty, particularly using the faculty newsletter, the Deans, Department Chairs, college liaisons, and the College Councils were also discussed.

- It was also noted that Judge Walker placed an injunction on the private employer lawsuit this afternoon.

Chief Diversity Officer (CDO) Updates

Marsha McGriff, Chief Diversity Officer &

Senior Adviser to the President

- CDO McGriff reviewed key components of the [three-year plan](#) devoted to reviewing and assessing the UF landscape and its inclusivity and diversity. UF has partnered with Dr. Damon Williams' Center for Strategic Diversity Leadership and Social Innovation to produce a comprehensive inventory of the university's DEI efforts that will result in an insight-to-action strategic DEI inventory report. This work will be culminating this fall. The CDO Office worked closely with each college and garnered a 99 percent inventory completion rate for the assemblance of the database of DEI activity, which assists with reporting, grant writing, etc. Affinity group leaders are engaging in individual [listening sessions](#). The [CDO Office website](#) will provide the data gathered in the inventory sessions which will ultimately go towards the blueprint formation. CDO McGriff will present this information to the President's Cabinet, Deans, and stakeholders and will then establish the key half dozen or so priorities for the inclusive excellence blueprint for UF. The UF CDO Office will host [two events on October 17 – 18: a Celebration of Inclusive Excellence at UF and a Building Inclusive Excellence Fall Retreat](#).

[Inclusivity, Diversity, Equity & Accessibility \(IDEA\) Living Document Update](#)

Sarah Lynne, Chair, Welfare Council

- The May 2021 resolution and outline of action items and broad areas are meant to be a rapid and low-cost implementation of DEI across campus. Welfare Council and the Compensation & Equity Committee wish to partner in this effort.

- Dr. Sarah Lynne will connect with CDO McGriff and, to give a more complete representation of updates on these items, the Steering Committee agreed to delay this item until at least the September Faculty Senate meeting.

Graduate Council

Tom Kelleher, Graduate School

- [Master of Preventive Veterinary Medicine New Degree](#) Associate Dean for Academic Affairs

-- This proposal from the College of Veterinary Medicine, approved by the Graduate Council, seeks to create a new degree focusing on a traditional non-residence program to prepare veterinarians for management and research of diseases in livestock, poultry, and wildlife populations.

- [Master of Construction Management Modification](#)

-- This proposal seeks to reduce credit for this master's degree from 36 to 30 credits to make it consistent with similar master's degree programs.

- [Master of Science \(Non-Thesis\) Degree with a Major in Interdisciplinary Ecology Modification](#)

- [Master of Science \(Thesis\) Degree with a Major in Interdisciplinary Ecology Modification](#)

-- These two proposals seek to reduce credit for these master's degrees from 38 to 30 credits and are designed to meet the same student learning outcome.

- The Steering Committee discussed the benefits of a 30-credit master's degree program versus higher credits and its effect on student recruitment and program comparativeness.

- All items were approved.

Approve [August 25, 2022 Faculty Senate Agenda](#)

Amanda Phalin, Chair

- The agenda was approved with the following amendments:
- The removal of the: Provost's Report; UF Health Sciences Update; and IDEA Living Document Update. These items will be added to the September 22 Faculty Senate meeting agenda.

Adjournment

Amanda Phalin, Chair

- The meeting adjourned at 4:25 p.m.