

Senate Steering Committee Minutes

September 8, 2022

3:00 p.m.

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

<https://ufl.zoom.us/j/91887100863?pwd=WlIaZlRxejFVMHk5emJpWlJzY3NJZz09>

Meeting ID: 918 8710 0863 Passcode: 809209 Dial in: +1 646 558 8656

Present: Amanda Phalin, Laurie Bialosky, Juan Nino, Sarah Lynne, Catherine Striley, Danaya Wright, Ray Issa, Angela Bacsik, Kent Fuchs, Tom Kelleher, Keith Rambo, Richard Scholtz, Joe Glover, Rick Stepp, Joseph W. Little, Lakesha Butler, and Taylor Rose.

Call to Order

Amanda Phalin, Chair

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

Approve [August 18, 2022 Minutes](#)

Amanda Phalin, Chair

- The minutes were approved.

Reports

• **Chair's Report**

Amanda Phalin, Chair

- Dr. Fuchs will be away on September 22 so there will be no President's Report at this month's Senate meeting.
- New Deans & VP's who have been invited to address Senate include:
 - Dean & Assoc Provost of UF International Center, Dr. Marta Wayne (Dec 2022)
 - VP of Student Life, Dr. Heather White (TBA Spring 2023)
 - Dean of Public Health & Health Professions (PHHP), Dr. Beth Virnig (TBA)
- Chair Phalin introduced Dr. Lakesha Butler, UF Health Associate VP for Inclusion, Diversity and Health Equity and UF Health Chief Diversity Officer, who is working collaboratively with CDO Marsha McGriff. Dr. Butler began her new role on August 22 and will introduce herself and her office to Faculty Senate this month, including plans to increase policy alignment; create best practices and efficiencies, including equitable policies; and her vision for and the primary focuses of her office. She will work to build out the office and its priorities, including the employ of a Project Manager.
- The [UF Campaign for Charities](#) is underway. Please consider contributing.
- The Core Values Council is a Presidential Advisory Group which has been established under the leadership of Associate Provost of Undergraduate Affairs Dr. Angela Lindner. If you are a current Senator, please notify Chair Phalin if you are interested in serving.
- Once it is complete, Chair Phalin will share updated Conflict of Interest language which faculty had provided input on, and which the General Counsel's Office is still finalizing.
- Chair Phalin will attend the Board of Trustees (BOT) Retreat September 15-16.
- Chair Phalin will travel to the University of South Florida for a September 23 Advisory Councils of Faculty Senates (ACFS) meeting. ACFS is addressing a number of issues affecting State University System (SUS) faculty. SUS Chancellor Marshall Criser is interested in feedback on how to improve the intellectual diversity survey. The ACFS will also discuss the Board of Governors [\(BOG\) Freedom of Expression Statement](#) and its [report](#) recommending its implementation and endorsement. The ACFS would like to speak to the BOG in one voice.

• **President's Report**

Kent Fuchs, President

- A new SUS Chancellor will be appointed next week. There are now two remaining candidates, and it is expected that Ray Rodrigues, a Florida Golf Coast University employee, and a long-time Florida House and Senate representative will be the appointee.
- The U.S. News & World Report will release their rankings next week. UF was previously tied with two other universities for #5 among public universities. There is also a ranking of colleges and departments, but only the top five are typically shown. These rankings are determined by department chairs ranking other departments and not using any specific metrics. A spreadsheet is released of all scored department rankings. Public and private institutions are listed together, and a sidebar highlights the top twenty or thirty in each category. The reputation of department chairs by other, outside department chairs are critical to the stature and rankings of departments and UF sees a need for improvement in this area.
- President Fuchs also discussed the metrics of where each AAU university stands in the AAU. Per faculty metrics are used (based on the number of faculty) for areas such as research funding. Rankings tend to affect perception and the ability to recruit graduate students and faculty.
- The Steering Committee discussed increasing rankings, including strategies to improve perceptions, address existing communication constraints, and continue to recruit quality students. UF has invested significantly in communications, with over 300 UF staff members having 'Communicators' in their job title.

- **Provost's Report**

Joe Glover, Provost

- Provost Glover provided an update on the search for the next Dean of the Herbert Wertheim College of Engineering. Four finalists have been identified and will be brought to campus late September and early October when they will meet with Deans and administrators. More details will be released in the next two weeks regarding town halls to hear and provide feedback on the candidates.
- Dr. Glover addressed inquiries related to the newly established Hamilton Center which reports to the Provost's Office. Initially there was consideration to place this center in the College of Law. The new director is John Stinneford in the Levin College of Law and he is getting the administrative center established and laying groundwork to attract postdocs and visiting faculty. Provost Glover is reviewing all proposed hires and while some postdocs have accepted, specifics such as course numbers have not yet been established. Provost Glover discussed plans with Chair Phalin and Associate Provost of Undergraduate Affairs Angela Lindner to offer multiple courses involving the University Curriculum Committee ([UCC](#)). Dr. Stinneford expects to partner with relevant departments and conversations are still ongoing about if Quest classes will be taught in the center. A primary objective is to have small courses with abundant interactions.

**Resolution for Development of a Strategic Plan for
Animal and Human Subject Research Resources Update**

David C. Bloom, Chair

- Chair Phalin provided an update on behalf of Past Faculty Senate Chair David Bloom, who is traveling for an NIH grant today. VP of Research, Dr. David Norton gave an update to the Research & Scholarship Council from two working groups reviewing UF Institutional Review Boards (IRBs) and Institutional Animal Care & Use Committee (IACUC) processes and concerns. Action items and a timeline will be provided to Drs. Bloom and Phalin at the end of the month and will be compared to the elements contained in the [proposed Senate resolution](#) which calls for an outside review of UF research processes. Significant progress has been made through VP Norton and the Research & Scholarship Council which will likely modify the resolution or suspend its consideration. Dr. Norton also discussed UF's investment in the Animal Biological Safety Level 3 (ABSL3) lab and that it is utilized by a small number of faculty.

- An inquiry was made regarding IRB exemptions and requirements within the Levin College of Law and other colleges. IRB feedback can be sent to the Research & Scholarship Council.

Inclusivity, Diversity, Equity & Accessibility (IDEA) Living Document Update

Sarah Lynne, Chair, Welfare Council

- The document identifies actions which can be taken at different levels of the institution. Welfare Council has actively discussed each of the document sections with Associate Provost of Academic & Faculty Affairs Chris Hass. Dr. Lynne will present to Senate a summary report showing movement and the stage of progress of each item. To provide a more comprehensive overview of this document, she is meeting with CDO Marsha McGriff for her review, consultation, and feedback. The Steering Committee discussed how to make an increased collective effort to increase participation, especially amongst existing IDEA opportunities. Welfare Council also discussed that unit-specific action items on the IDEA documents are challenging to capture and report to Faculty Senate (i.e. #23). Dr. Lynne will discuss with CDO McGriff if there is a way to streamline this reporting procedure. The generational component of the document was also discussed, as well as the role and participation of the campus diversity liaisons group.

Council Reports

Welfare Council

Sarah Lynne

- Council met on September 1 and discussed: the BOG Freedom of Expression Statement and the issues raised by other SUS universities concerning its endorsement, including if this BOG request is a viable use of shared governance; confidentiality reporting in the Academic Freedom, Tenure, Professional Relations & Standards Committee ([AFTPRS](#)); the Compensation & Equity Committee multi-year contract resolution; follow-up on the implementation of recent [Faculty Senate resolutions](#) (such as the [faculty titles resolution](#)); the importance of administrative liaison support; and advocating for an increase from 8 to 12 weeks of family leave.

- Council discussed a faculty inquiry related to the inability to access sick leave or family medical leave due to a narrow definition of family members (i.e. such as caring for elderly aunt, uncles, etc.) Council will coordinate with HR to advocate for increased leave access for employees and ask if UF's benefits policy can be more expansive. It was suggested that Welfare Council follow up with the status of the sick leave pool.

- A number of faculty signed a statement initially drafted by Ethan White in IFAS, which seeks to obtain support for gender-affirming or trans care. Council will follow-up on this item as well as HB 7 developments.

- Council discussed the Dobbs v. Jackson Women's Health Organization decision in the context of faculty concern in the changing landscape for access to reproductive and prenatal health care, particularly if a medical emergency arises when an employee is on work-related travel, and they are in a place which doesn't allow such health care, potentially creating an unsafe work situation. Usually there is a policy or process spelling out how the institution can get people to safety when a worker is suddenly in a life-death situation when traveling for work. Is a new or extended policy or procedure now needed, and if such a policy is already in place for UF international travel, can it be utilized for national travel? The Steering Committee discussed that privacy issues could emerge.

Academic Policy Council (APC)

Richard Scholtz

- APC will meet on September 27 and will discuss the tenure review policy and Canvas syllabus best practices policies.

Infrastructure Council

Keith Rambo

- Council met last week and the Preservation of Historic Buildings & Sites Committee approved the Advanced Schematic Design for the Architectural Building Renovation, and the renovation of the

Alpha Chi Omega Sorority House. The [UF Climate Action Plan \(CAP 2\)](#) will be presented at the next meeting. Council also discussed designated parking areas for large vehicles; that the Data Science Building has been named the Malachowsky Hall for Data Science & Information Technology and is a LEED Platinum building; and that the Powell University House will be demolished and rebuilt, with discussion about the use of its new space was discussed, including suggestions from Past Faculty Senate Chair Paul Davenport, who was consulted about past faculty lounge discussions and developments.

- An inquiry was made about holding accountable heavy trucks which may damage campus roads and it was noted that UF's 'construction update' [website](#) is out of date.

Research and Scholarship Council

Angela Bacsik

- Council met on Friday and Yousong Ding is acting vice-chair and taking minutes. Dr. David Norton provided an update as discussed above and Michael Mahoney, Director of Research Operation & Services, presented IACUC information. They will return next month with an update. Council suggested revising the proposed resolution.

- Council discussed topics of interest for the 2022-23 academic year. Graduate School Dean Dr. Nicole Stedman discussed Graduate Assistant (GA) pay and benefits and using this data to help analyze how this money is handled across the university, such as stipend minimums and establishing minimum FTE appointments. Council will advocate for better GA conditions and benefits.

- Michael Mahoney also discussed work on the new Observational Medical Outcomes Partnership (OMOP) system – an electronic records information system which helps de-identify data.

- The University Libraries Committee provided meeting updates. Electronic Lab Notebooks (ELNs) are not being funded and different needs and features are needed for different departments. The College of Medicine is collecting information about features from various vendors and the feasibility of SUS funding since UF has offered no funding.

Approve [September 22, 2022 Faculty Senate Agenda](#)

Amanda Phalin, Chair

- The agenda was approved as amended to replace the 'Resolution for Development of a Strategic Plan for Animal and Human Subject Research Resources Update' with the 'Introduction of the UF Health Chief Diversity Office (CDO) and of Dr. Lakesha Butler, UF Health Associate VP for Inclusion, Diversity and Health Equity and Chief Diversity Officer' as an Information Item.

Adjournment

Amanda Phalin, Chair

- The meeting adjourned at 4:52 p.m.