

Senate Steering Committee Minutes

August 15, 2024

3:00 – 5:00 p.m.

226 Tigert Hall, President's Conference Room

or, if needed, via Zoom:

<https://ufl.zoom.us/j/96574614198?pwd=WW9rYmhhV3U5dYt6MWhqN0F3WHIOUT09>

Meeting ID: 965 7461 4198

Passcode: 842013

Dial-in: +1 305 224 1968

Attending: Sarah Lynne, Chris Hass, Amelia Dempere, Tom Kelleher, Tobin Shorey, Scott Angle, Ruth Steiner, Amanda Phalin, Laurie Bialosky, Ashley Ghiaseddin, Catherine Striley, Jeremiah Blanchard, Elizabeth Palmer, Selman Hershfield, John Kraft, Karen Whalen, and Taylor Rose.

Call to Order

Sarah Lynne, Chair

Faculty Senate Chair Sarah Lynne called the meeting to order at 3:00 p.m.

Approve [June 14, 2024 Special Meeting Minutes](#)

Sarah Lynne, Chair

Approved.

Reports

• **Chair's Report**

Sarah Lynne, Chair

- [May 5, 2022 Presidential Qualities Resolution](#)

- President Fuchs is traveling today. He relayed that in lieu of the State of the University Address, traditionally held at the August Senate meeting, he will provide welcome remarks at the August Senate meeting next week.

- Because the August Senate meeting is being held in the Reitz Rion Ballroom rather than Reitz Chamber, off-site Senators will continue to vote by raising their hands, but their images will not be projected. Their audio projection into the ballroom is still being discussed with UFIT. All will be updated when the logistics are finalized following UFIT testing in the Rion ballroom.

- Board of Trustees (BOT) updates:

-- Chair Lynne attended three virtual trustee meetings since the June special Senate meeting. The BOT met once to accept the resignation of then-UF President Ben Sasse and once to approve the appointment of Interim President Kent Fuchs.

-- This past Monday, the BOT voted to approve one of largest raise pools for UF faculty and staff in the past 20 years. This includes a merit-based raise pool which equates to an average 4% increase in base salaries for out-of-unit state funded faculty, a merit-based raise pool which equates to an average 3.75% increase in base salaries for staff, and a bonus pool that will allocate a one-time bonus payment of \$10,000 to faculty members who received an "exceeds expectation" from the Post Tenure Review process. The CBA will bargain the in-unit faculty raise.

-- Advancing Baby Gator is also being prioritized by the BOT.

-- The BOT also voted to approve an early admissions calendar for top students so that they can receive earlier admission offer letters and help UF be competitive with competing peer institutions.

- To comply with Florida law, work continues on the review of General Education courses. More updates will be provided throughout this academic year.

- Chair Lynne welcomed UF Interim President Kent Fuchs and Interim Provost (effective Sept 6th) Joe Glover. Provost Angle was thanked on behalf of Faculty Senate for selflessly serving during a challenging period and when he was asked to do so. Chair Lynne will present a current administrative leadership flow chart at the next Faculty Senate meeting.
- Nominations are open for Honorary Degrees this month:
 - Due October 1st. The [Call for Nominations Form](https://fora.aa.ufl.edu/FacultySenate/Committees/Honorary-Degrees-and-Distinguished-Awards-Committee) web link and email announcement is emailed late August to the UF Faculty listserv, and is posted on the Honorary Degrees and Distinguished Awards Committee web page @: <https://fora.aa.ufl.edu/FacultySenate/Committees/Honorary-Degrees-and-Distinguished-Awards-Committee>.
- New leadership invited to visit Faculty Senate this academic year includes Dr. Steve Motew, UF Health CEO & President.
- Ten Distinguished Professors have been named this academic year and are now [posted](#). Faculty Senate Chair-elect Amelia Dempere will oversee and introduce their lectures. The lecturers will be offered a presentation time slot *immediately before* each Senate meeting but, to avoid logistical and time-pressure issues, they will not be offered a presentation timeslot *immediately following* each Senate meeting. Please stay tuned for updates regarding each lecture's confirmed location, date, and reception details.
- Board of Governors (BOG) meeting updates will continue to be provided by Governor Phalin.
- **Provost's Report** **Scott Angle, Provost**
 - Dr. Joe Glover returns on September 6th as Interim Provost. He wants leadership to primarily stay in place, with no major changes planned. Provost Angle is now rescheduling things to resume his focus on IFAS. Robert Gilbert will resume his role as IFAS Research Dean.
 - structuring plans of provost office will continue to move forward.
 - Provost Angle commented on post tenure review. Sees this process as a way to protect tenure, especially given that tenure is under scrutiny nationally; this provided an opportunity to reassure the tax-paying public that they receive value from this institution. UF was a stand-out in the SUS in following this law in a serious and meaningful way. Provost Angle made final decisions based on unit's established and codified criteria. Governor Phalin provided SUS context, including that, for example, FSU asked for volunteers to undergo their post-tenure review; no negative results were then reported, with every volunteer 'passing'. UF's post-tenure review outcome was that 83 percent reviewed met or exceeded expectations; 15 percent does not (and needs improvement/can remediate via a performance improvement plan), and five faculty failed the review. Of those five, four resigned.
 - Associate Provost Hass shared a target timeline for the next review. Around October, the Office of the Provost would like to notify faculty who will be reviewed. The review process would then take place around February.
 - Chair Lynne asked for clarification around the PTR sampling strategy for UF, specifically that that faculty selected for PTR at UF were drawn from a stratified random sample with purposeful overselection in the highest and lowest performing strata which may explain our post-tenure results similar to how FSUs volunteer sampling strategy explained their post-tenure results.
 - Steering discussed that:
 - the 'does not meet expectations' rating is not a negative employment option but instead helps administrators better match faculty to their strengths moving forward.
 - Benchmarking to peers and dept promotion & tenure committees were instructed by the Office of the Provost (including on the dean level) to make criteria relevant as it applies to faculty members' specific fields or industries.
 - Angle: Good budget news for Deans: the upcoming faculty and staff raises will be 100

percent merit and all funds are covered through central UF Budget Office (and not colleges' or units' budgets).

- The 10x10x10 initiative is being rolled into one managing/review committee consisting of Provost Angle, Drs. David Norton and David Nelson, and CFO Taylor Jantz. This review group will submit its recommendations to Interim President Fuchs by Sept. 1st. Dr. Fuchs wants these funds and resources to go towards elevating the quality of UF research, rather than infrastructure or other non-directly-related-academic needs or funding.

Graduate Council

- [MS in AI in Biomedical and Health Sciences](#)

- June 20 meeting MS proposal to new curriculum and courses a thesis and non-thesis options; multiple delivery options; will be 'discovery'-oriented. Elizabeth Palmer was present to answer questions. This will be a Jacksonville program run by UF faculty.

Tom Kelleher, Associate Dean
for Academic Affairs

Council Reports (Introduction of Chairs)

Welfare Council

- Dr. Garbas is traveling today but Chair Lynne noted that a virtual informational town hall/meeting was held by Rec Sports on July 23rd to help answer faculty questions she and Dr. Garbas were receiving regarding their new membership fee structures.

Breann Garbas, Chair (*traveling*)

Academic Policy Council

- In its August meeting, APC will work on a resolution affirming qualifications of our 14th UF President. To begin getting input, at next week's Senate meeting, Chair Lynne will re-introduce the last resolution made (in May 2022). Other issues being undertaken by APC this year include creating/discussing a code of ethical conduct for faculty (& potentially administrators.)

Karen Whalen, Chair

Budget Council

- Meets September 11th. Last year council spent a lot of time on university budget models and models within units. Council discussed that sharing the performance metrics used by the BOG would be helpful. Council also met with VP of Advancement Maria Gutierrez Martin, the interim CFO team, Kevin Lintner and Taylor Jantz, and the Associate Provost & Director of Institutional Planning & Research, Cathy Lebo.

John Kraft, Chair

- Following inquiries:

-- Chair Lynne clarified Faculty Senate procedures related to the sunshine law inquiry, including that anytime two senators or voting members of a committee/council discuss an item which could potentially come to the floor for a vote, that discussion is considered to be a meeting and must be noticed, with minutes taken. There is a foreseeability issue, i.e., if an item can potentially come to the floor for a vote. 'Back and forth' dialogue in emails or outside of a noticed meeting must be avoided. Parliamentarian Taylor Rose also noted that conflating meeting requirements with open public records/access (which we are already tied to), should also be avoided. Taylor will orient the new Senators to the above as part of the basic parliamentary procedure training offered.

-- Procedures to call a special meeting were briefly discussed and the Faculty Senate Bylaws and Constitution of the University of Florida were referenced.

-- It was clarified that the Steering Committee, including the council chairs, begin their Steering Committee term June 1st.

-- Sunshine Law exclusions include fact-finding meetings and bodies, – for example a fact-finding ad hoc sub-committee, are excluded from the Sunshine Law. However, if members begin having un-noticed dialogue after information-finding, when an item is going to be voted on by a main body, then it crosses into sunshine.

Infrastructure Council

- Met in April; no report.

Selman Hershfield, Chair

Research and Scholarship Council

Ashley Ghiaseddin, Chair

- Met in April; no report.

Approve [August 22, 2024 Faculty Senate Agenda](#)

Sarah Lynne, Chair

- The agenda was approved with a potential amendment to its footer: Business Affairs may sponsor the reception and if so, an acknowledgement will be added to the footer.

Adjournment

Sarah Lynne, Chair

- The meeting adjourned at 4:10 p.m.