

# Chair's Report

## August 24, 2023

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College of Law

# Reminders: Rules of the Floor

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- Please use the microphone so our off-site Senators can hear you
- Please state your name and college before speaking
- UF faculty who are non-Senators are asked to hold all questions and comments until the designated time at the end of the agenda
- Thank you for respecting the rules of the Senate and helping to maintain order as we hear your voices

# What I Did This Summer

- June 8-9 – Board of Trustees Meeting
- June 19-21 – Board of Governors Meeting and ACFS Meeting (Tampa) – Congratulations to Amanda!
- June 26 – Board of Trustees Virtual Meeting
- August 3 – Board of Trustees Virtual Meeting
- Met regularly with Provost Glover, Interim Provost Angle, General Counsel Amy Hass, Associate Provost Angela Lindner
- Presented at VetMed, COTA, Medicine Faculty Meetings (will meet with any other College that will have me)
- Attended events – openings, receptions, graduation
- Meetings to establish secure hybrid Senate meetings
- New Senator Orientation
- Provost's Deans Retreat
- Negotiated for greater support for the Senate (additional course releases, summer compensation, and .5 FTE administrative support)
- Appointed Joe Little as Parliamentarian and Richard Scholtz as Vice-Parliamentarian
- Caught Covid in Hawaii

# UF Constitution – A Brief Primer

- Identifies Faculty Senate's role as the legislative body of the University
- Protects and Explains Academic Freedom
- Protects and Explains Shared Governance and especially faculty role in academic affairs
- Identifies the role of unit faculty in selection of Deans, Directors, and Chairs
- Provides that periodic evaluations of academic units shall be conducted in accordance with procedures adopted by the Senate.

# Chair's 4 Initiatives for 2023-24 – C<sup>3</sup> or Shared Governance

Reset of Shared Governance (aka C<sup>3</sup> – Collaboration, Community, and Cohesiveness)

- C<sup>3</sup> resolutions by Board of Trustees and Faculty Senate to encourage each college, school, and department to assess the status of shared governance and make recommendations for changes
- Each College Faculty Council will report to the Senate on its work this year – some resources include:
  - Faculty Governance at the University of Florida: A Brief Summary, 1906-2003 - <https://senate.ufl.edu/media/senateufl.edu/site-files/facultygovernance.pdf>.
  - Report of the Presidential-Faculty Senate Joint Task Force on Shared Governance, 2003 - [https://archive.senate.ufl.edu/publications/reports/shared\\_governance/Final\\_Joint\\_T\\_F\\_Shared\\_Gov\\_Report.pdf](https://archive.senate.ufl.edu/publications/reports/shared_governance/Final_Joint_T_F_Shared_Gov_Report.pdf)
  - Report of the Faculty Senate-Presidential Joint Task Force on the Implementation of Shared Governance Structure, 2006 - <https://archive.senate.ufl.edu/archives/committees/governanceTaskForce/report13.pdf>
  - Report of the Ad Hoc Faculty Senate Task Force on the Status of Shared Governance, 2023 - <https://fora.aa.ufl.edu/docs//78///2023-2024//Report%20of%20the%20Ad%20Hoc%20Task%20Force%20on%20Shared%20Governance%20draft%20with%20survey%20results-Final.pdf>

# 2023 Task Force Recommendations

1. Every college and department/unit should have a written constitution or set of rules and procedures identifying the faculty's role in governance
2. Every college should have a faculty council of elected faculty to advise the administration on matters of shared governance and serve as a conduit between faculty and administration on matters of importance to the unit
3. Every college should have elected faculty on relevant committees (curriculum, hiring, promotion and tenure, strategic planning, and others) as appropriate to the unit
4. Every college and department/unit should have a mechanism to periodically evaluate administrators in the college and department/unit
5. Faculty Senators should be elected by the faculty of the college
6. Every college and department/unit should have a mechanism to periodically evaluate the state of shared governance in the unit
7. Every college and department/unit should conform to the University Constitution's requirement that faculty be involved in the selection of deans, chairs, and directors
8. Every college and department/unit should adopt formal metrics to recognize and credit faculty participation in shared governance

# Task Force on Academic and Teaching Excellence

- Task Force on Academic Excellence to review:
  - Best teaching practices and pedagogy to reduce student academic misconduct (Center for Teaching Excellence, Center for Online Learning & Technology)
  - Funding for faculty to develop new pedagogical practices to improve teaching
  - ICAI faculty survey
  - Goal for each college/unit to examine and develop policies related to teaching and assessments, proctoring technology, the appropriate use of AI, and other pedagogical issues to ensure academic excellence in all aspects of education
  - Review and amend honor code and/or misconduct review procedures



# Address Administrative Burdens on Faculty

CORNELL UNIVERSITY STUDY - 2015

**Administrative burdens on faculty and staff have grown explosively at Cornell, and they are now a major impediment to the successful functioning of the university.** This report identifies two primary forms of this burden:

- (i) **Shadow Work**, the displacement of work from trained staff onto faculty, and
- (ii) **Overzealous Risk Management**, which paralyzes research function.

We propose a five-part solution to address these issues:

- (i) Recommit to the idea that the highest goal of Cornell is excellence in research and teaching, and make all decisions about policy and procedure through this lens.
- (ii) Create mechanisms to evaluate all procedures to be consistent with (i).
- (iii) Create an anti-red-tape Czar with power and authority to oversee and implement streamlining efforts and to cut through bureaucratic red tape.
- (iv) Limit, and in some cases reverse, the centralization of staff.
- (v) Align the goals and incentives of central staff to the faculty/staff in the units and to the larger mission of the university



Report an Administrative Burden at:  
[www.senate.ufl.edu/administrativeburden](http://www.senate.ufl.edu/administrativeburden)

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**UF** Faculty Senate  
UNIVERSITY of FLORIDA

**WELCOME TO UF FACULTY SENATE**

[Report of the Ad hoc Task Force on Shared Governance](#)

[Report Administrative Burdens](#)

Welcome to the University of Florida Faculty Senate website. UF is a leading R-1 research university with a global impact. Our research and teaching is second to none, with dedicated faculty who continue to push the boundaries of knowledge and information across almost every discipline imaginable. From the vast expanses of the universe to the nanoparticle level of life, UF research is literally everywhere. As an institution with over 5000 faculty spread across the state and the world, UF offers more degrees than nearly any other university, giving our students the freedom to pursue their dreams, wherever



# SB 266 – What does it do and what do we do about it?

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- Mission alignment – BOG will periodically review the mission, make updates, review existing academic programs for alignment with the mission (including curriculum that violates 1000.05 – prohibits curriculum based on theories of systemic racism, sexism, oppression, etc). (1001.706)
  - Exception – ***“A nationally recognized and ranked university that has a global perspective and impact must be afforded the opportunity to enable and protect the university’s competitiveness on the global stage in fair competition with other institutions of other states in the highest Carnegie Classification.”***
- The BOG shall develop a strategic plan specifying goals and objectives for the SUS and each constituent university and an accountability plan

# Hiring of Faculty (1001.741) (brand new)

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- President has final authority for hiring provost, deans, and all full-time faculty, is encouraged to engage in faculty recruiting, and has an ongoing duty to assess performance and productivity.
- President may delegate hiring authority to his administrative team, provost, or deans, ***however none of these are bound by the recommendations or opinions of faculty***
- The university may not require a diversity statement or pledge
- Personnel actions (tenure, promotion, discipline, or termination) may not be appealed beyond the level of a president (or designee), and decisions must be in writing and are ***not subject to arbitration***.
- Each BOT must establish procedures for the review of the president's selection and reappointment of each member of the university's executive management team, and must review all such contracts before they become effective in accordance with the personnel program established by the BOG.
- Each president shall annually present to the BOT the results of performance evaluations and associated annual salaries for all evaluated academic and administrative personnel earning an annual salary of \$200,000 or more.

# DEI – (1004.06)

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- No university may expend any state or federal funds to promote, support, or maintain any programs or campus activities that
  - violate 1000.05
  - advocate for DEI or promote or engage in political or social activism ***as defined by rules of the State Board of Education and regulations of the BOG***
- Exceptions – student fees to support student-led organizations are permitted; use of institution facilities by student-led organizations is permitted notwithstanding any speech or expressive activity which would otherwise violate this subsection
- Does not prohibit programs, campus activities, or functions required
  1. for compliance with general or federal laws or regulations;
  2. obtaining or retaining institutional or discipline-specific accreditation
  3. for access programs for veterans, Pell Grant recipients, first gen college students, non-traditional students, etc.
- The BOE and BOG shall adopt rules and regulations for implement this section

# Hamilton Center (1004.6496)

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- UF must report to Governor, Pres of Senate, Speaker of the House on the progress toward establishing the center as a college
- Goals of the Center – added requirement to educate students in the Great Books, and develop curriculum and courses to satisfy the requirement for competency in civil discourse (Center is to “develop education programming and a plan for implementation of such programming to ensure that all university students demonstrate competency in civil discourse”)
- President must update the BOT on the Center’s progress and guide the university’s leadership and center to ensure it can enroll students, hire faculty, ensure a pathway to tenure for faculty, develop curricula and courses, establish certificate and degree programs, establish major and minor programs, and fulfill other actions approved by the president.

# Accreditation (1008.47)

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- 2022 law stated that no institution may be accredited by the same accrediting agency for consecutive accreditation cycles
- 2023 states that “The requirements in this section are limited to a one-time change in accreditation.”
- Prohibition – an accrediting agency or association may not compel any institution to violate state law ***except to the extent that state law is preempted by a federal law that recognizes the necessity of the accreditation standard or requirement.***



# Post-Tenure Review (1001.706)

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- The BOG shall ~~may~~ adopt a regulation requiring PTR every 5 years. The regulation must address
  1. Accomplishments and productivity;
  2. Assigned duties in research, teaching, and service;
  3. Performance metrics, evaluations, and ratings; and
  4. Recognition and compensation considerations, as well as improvement plans and consequences for underperformance.
- BOG Regulation 10.003

# (3) Review Requirements (BOG Reg 10.003)

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- (a) The comprehensive post-tenure review shall include consideration of the following.
  - 1. The level of accomplishment and productivity ***relative to the faculty member's assigned duties*** in research, teaching, and service, including extension, clinical, and administrative assignments. The university shall specify the guiding documents. Such documents shall include quantifiable university, college, and department criteria for tenure, promotion, and merit as appropriate.
  - 2. The faculty member's history of professional conduct and performance of academic responsibilities to the university and its students.
  - 3. The faculty member's non-compliance with state law, Board of Governors' regulations, and university regulations and policies.
  - 4. Unapproved absences from teaching assigned courses.
  - 5. Substantiated student complaints.
  - 6. Other relevant measures of faculty conduct as appropriate.
- (b) ***The review shall not consider or otherwise discriminate based on the faculty members' political or ideological viewpoints***

# Post-Tenure Review

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Post-Tenure Review – Ensure that 4 elements are clearly built into the PTR process

1. Regulation that PTR is based only on assigned duties and compliance with laws and university regulations
2. Regulation prohibiting political or ideological criteria in PTR
3. Regulation or policy ensuring that faculty are involved in developing the criteria for PTR which must include metrics, and credit for, all aspects of assigned duties and not just research (teaching, service, extension, creative expression, etc.)
4. Regulation or policy providing a faculty member who receives a negative PTR the right to a review of that faculty member's packet by a committee of faculty as regards research, teaching, and service

Associate Provosts Chris Hass and Diane Schanzenbach will be spearheading the PTR process

Identify the 20% of faculty who will be reviewed this year (everyone tenured in 2019 + 20% of those tenured before ~ 260 faculty)

Impact bargain with the UFF for faculty in the CBU

Faculty in each unit will need to develop appropriate criteria

Least amount of administrative burden consistent with meeting legal requirement

Ensure financial compensation for productive faculty

# General Education CORE Courses (1007.25)

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- Faculty committees are to review and recommend core course options and removal, alignment, realignment, or addition of gen ed core course to satisfy the requirements of this new rule.
- Prohibits universities from disallowing transfer credits
- Viewpoint prohibition – “General education core courses may not distort significant historical events or include a curriculum that teaches identity politics, violates 1000.05, or is based on theories of systemic racism, sexism, oppression, and privilege . . .”
- These changes/options shall be adopted in rule by the state BOE and in regulation by the BOG

# All General Education Courses (1007.55)

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- Legislature finds it necessary to ensure that every undergraduate student graduates as an informed citizen through participation in rigorous gen ed courses that promote and preserve the constitutional republic through traditional, historically accurate, and high-quality coursework that provides broad foundational knowledge to help them develop intellectual skills and habits that enable them to become more effective and lifelong learners.
- Courses with a curriculum based on unproven, speculative, or exploratory content are best suited as elective or specific program credit and not gen ed credit.
- UF must review and approve gen ed course requirements and failure to comply will result in loss of performance-based funding
- The State BOE and BOG shall adopt rules and regulations to implement this section.

***“At this time, we are awaiting guidance from the BOG. Faculty will be informed by the administration when or if they need to make any changes to their teaching or other activities.”*** Amy Hass, UF General Counsel

BOG Meeting, August 29-30<sup>th</sup>, Gainesville, Reitz Union, Rion Ballroom  
<https://www.flbog.edu/meeting/florida-board-of-governors-meeting-jnpbegay/>

# Questions?

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