

**Minutes- CLAS Faculty Council
February 2/25, 2019**

In attendance: Andrea Caloiaro, Nina Caputo, Megan Forbes, Alessandro Forte, Aida Hozic, Valeria Kleiman, Ellen Martin, Tarek Saab, Martin Sorbille, Matthew Dias, Christina Davis
Guests: Ray Thomas (Chair Faculty Senate)

Meeting Chaired by Andrea Caloiaro
Called to order at 1:00pm

1. Approval minutes for both 12/10 and 1/14

2. Update: Nominations for CLAS Committees

Request for people to serve on upcoming CLAS committees

- a. T&P is likely to be overwhelmed 5 to 6 years from now when all the recent hires are up for tenure. Possibly break T&P into TTF and non-TTF following the APB model.
- b. Discussion about how to deal with people who are coming up for T&P under rules that have been revised since they were hired in light of the revised T&P guidelines?

3. Kognito training, student mental health and welfare (Faculty Senate Chair, Ray Thomas to join); Counseling and Wellness Center (CWC) and student triage/point-of-entry model

- a. Kognito has been a presence on campus since 2012. Ray has been an influencer. BOG is telling universities that they “will be required” to implement the Kognito training.
- b. Current course is not applicable to everyone on campus. Potentially create another version.
- c. No feedback yet on how many people took the course so far.
- d. Greendot bystander intervention training. Talk about requiring this as well, but not likely.
- e. Questions- basic premise faculty need to be more proactive and serve as mediary between students in need and professionals. Is sufficient professional support available? If that is an issue, we need to request more support through the Provost. If we create more need, will admin accommodate that need? Faculty Senate can advocate for more financial support.
- f. Could there be a module for TAs? Or RAs?- The message the faculty got also went to TAs. The feedback is the TAs found it helpful, although they felt the scenarios weren’t necessarily representative their interactions with students. Training seemed to focus on undergraduates (UG) in distress, but the relationship would be different (and potentially more difficult) for Grad student-Faculty relationship.

- g. The current set of scenarios were too repetitive. Could replace one with a Grad student-faculty scenario.
- h. Could there be a push to have UG students trained? Matt has been trained in both related to his work with student government. Engaging more undergraduates might require involvement from the administration. Greendot has been pushed out to UG, but not Kognito. Deandra Wells is the new VP of Student Affairs.
- i. Point out to HR that the link looks like spam (embedded links). Include some information about why it is important (and how to move forward). Make faculty see it as top-down.
- j. Returned to idea of a GS and advisor module. There are numerous areas of concern in these relationship, including sexual assault or abusive-emotional relationships. Currently there is no mechanism to deal with this. Potential to use an ombudsman for the students, potentially someone outside of the department. UF has a university-wide ombudsman, but student may not be aware of this and someone closer to the student might be more effective. May need better outreach to students to let them know what is available. This could be accomplished during new student orientation- especially for international students. Might be able to combine efforts with Graduate student council. Chairs could also bring this information to faculty at least once a year and it could be included in new faculty orientation.
- k. The language is troubling in the Disclosure agreement at beginning of training. It states they have permission to access any use any information obtained during the training. True of Greendot as well. A particular problem because these are independent, non-UF companies. Privacy is important to faculty. Many people may not agree to this.
- l. Provide a more realistic estimate of the time required for the module.
- m. Andrea is meeting with Dr. Escoto from CWC. Matthew will go as well. Send any questions for Dr. Escoto to Andrea.

4. C/D and AD Surveys review

- a. Want to have the surveys ready to be deployed mid-March
- b. Formed subcommittee to review surveys and work with Mark Girson- Tarek, Martin, Andrea
- c. Start with Chairs/Directors surveys. Add back in the preamble- include a disclaimer about who will see them and how the results be used, and anonymity. Seemed too long and somewhat repetitive. Rephrase free response to make it clear this is for additional information and not required. However, this revision might limit the comments that can be the most valuable feedback. Maybe limit the allowed number of words. Currently the Chair/Director and Dean Richardson are the only people who see the report. Run through (Bureau for Economic and Business Research (BEBR), to free up Robin and other assistants to the deans.

- d. Future suggestions- Maybe for the future, limit the number of additional questions the Chair can submit. Possibly create a separate survey for Directors vs. Chairs.
- e. Should visiting faculty and center affiliates be Included? Could limit to people who receive an evaluation from the chair. Directors of Centers need to hear from Center Affiliate faculty. For Chairs- anyone they evaluate.
- f. For Dean's survey- Report from all faculty, Chairs/Directors, committee members. Last year Chairs and Directors were separate.

5. Update on Women Studies

- a. Christine met with Bonnie Moradi and then with Dean Richardson. Overwhelming support for formation of department.
- b. Still working out what happens to the Center given that all resources moved to Dept.
- c. Might be ready to submit to CLAS Assembly for approval of creation of a new department. Get guidance from the Faculty Senate on how and when to move forward. Ray- Needs support from CLAS faculty first. Then needs to go through council and two additional committees before it goes to Faculty Senate. Probably too late for April meeting. There is another meeting in May and then no meetings over summer. Likely to be Sept. Might be able to discuss as an action item at May meeting, then vote in Sept. Deadline to have to go in as an information item in May. The sooner, the better.

6. **Quest discussion** – postponed until March meeting when Andy Wolpert will be here. Email any questions to Andrea so he can forward questions to Andy in advance.

7. **Potential formation of a Faculty Grant and Fellowship Committee, Dean Richardson-** postponed until next meeting.

8. **Two factor authentication will be required for all faculty and students by the end of the year.**

- Will be required of all new students in the fall and all incoming faculty
- Currently required for MyUfl, but not for email.
- Login currently active for 2 hours will be extended to a 10 hour window.
- G-suite currently does not authenticate- working to fix this issue.
- Some phones do not support the ap. (OS6)
- How does it work when you travel? Use a token instead. Can download a list of authentications in advance.
- Ray can come back to go over this again.