

Faculty Council, 14 Oct 2020

10:40a

Participants:

Contreras, Bogart, Hershfield, Trainor, Tucker, Kleiman, Sorbille, Hunt, Bloom, Potsdam, Caloiaro, Baer, Hozic, Golombek, Saab

Unavailable: Ben Smith

Dean Richardson and Sylvain Doré both plan to be present but are delayed

Minutes from 16 Sept approved unanimously

Minutes from 7 Oct approved unanimously

- Undergrad representative has been selected but is not present.
- FC would like a graduate student representative but there is not a clear procedure for how one should be selected. (No CLAS grad student council).

Updates and announcements

Stephanie Bogart

- passes on positive feedback from faculty in response to FC survey and statement regarding furloughs and Spring 2020 F2F.

Aida Hozic:

- Steering Committee has met to plan College Assembly. Date planned for late Oct., specifics TBD.

Dean Richardson:

- Update from C&D meeting on spring scheduling: planning/hoping for increased flexibility in offering F2F sections
- Currently approx. 1700 F2F sections planned, w/ goal of 1963...but haven't yet dealt with room distributions, etc
- Is there a threshold for pulling back from F2F in the spring semester? No apparent formal threshold, but plan is intended to allow flexibility to pull back if necessary. Questions about ADA accommodations remain.
- C&D should review Article 14 of the CBA, which governs equitable faculty assignments. Administration is required to provide faculty an opportunity to succeed that is "equitable". Within the college the C&D will have to be careful of this in the pandemic environment.
- Rationale for Spring F2F is in fact that BoG is making future funding contingent on this (though this demand has not been [and will not be] formally delivered in writing). Some

of the stated rationale is student demand. Are students in fact clamoring for F2F classes in spring?

- Update from Stephanie Bogart that student government will be surveying students about student desires for spring teaching modalities.
- Rori Bloom asks how faculty will be able to respond to classroom assignments.
 - Dean Richardson points out that UF has 3 months to prepare physical plant for teaching. May well be that there are public health issues that remain to be resolved. Best practices from other institutions that have been teaching F2F this fall?
- Andrea Caloiaro questions definition of “in-person section”, and whether there is flexibility for accommodation there. Dean Richardson responds that the definition suggests that the instructor-of-record is present (but some flexibility possible).
- Catherine Tucker asks for clarification: If a class has an in-person section that does not enroll, but the online section enrolls, will just the in-person section be cancelled? Dean Richardson responds that in-person sections with no enrollment after drop-add will be cancelled.

Senate Chair: Sylvain Dore on updates regarding furlough policy and spring teaching

- Encourages that CLAS faculty reach out to senators with concerns
- Draft Furlough Policy will posted on UF Regulations for Faculty Senate comment (and solicits faculty comment)
 - Dean Richardson raises question of whether furloughs will be decided university-wide or college-by-college (would not, at least in CLAS, be pushed down to departments)
- Laments lack of explicit directives about Spring F2F.
- Committee of health professionals will review ADA requests. Age will not be considered. Living with a vulnerable party will also not be considered. Appeals possible, followed by taking leave (FMLA [includes family members], Medical Leave, sick days).
- Encourages questions to Provost/President be passed through Senators.
- Nancy Hunt asks why UF is being so apparently compliant with the demands of the BoG and/or Governor.
 - AH suggests that BoG is quite deliberately avoiding responsibility by not providing a paper trail. Questions why the university has not been public about having to acquiesce to these demands.
 - NH suggests that militant faculty anger will result in administration being humiliated. Suggests that UF reputation is at stake and that faculty do not want to be at risk.
 - SB brings up possibility that students will face inequities: some will have F2F and others online.
 - DR says that CLAS would like to minimize these disparities.
 - AH brings up issue that this also implies students moving to Gainesville if they want to take advantage (if it is an advantage) of F2F.
 - AH points out that graduate student instructors do not have much voice in this process, but will bear many of the costs.
 - Sean Trainor points out that the College of Business F2F has not gone particularly well

- Sean Trainor, Senate member: Discussion of the Lecturer title series
 - Resolution proposes to change titles for Lecturers to Assistant/Associate/Full Instructional Professors
 - Rationale is presented in proposal itself
 - Intended to reinforce authority of instructors with students
 - Also ambiguity of title of 'Lecturer'
 - Other institutions are making similar changes
 - Change to official titles or to working titles? HR suggests that the latter is necessary first, and ST points out that an official change would involve CBA (and have to confront diversity of positions captured under the lecturer series)
 - AH worries about possibility of changing titles exacerbating rather than alleviating inequities. Also suggests polling of non-TT faculty (making a bottom-up rather than top-down approach), and points out that now may not be the ideal time for taking this up (more pressing concerns).
 - ST responds that his hope is for a conversation about ideal titles. Volunteers to be involved in any survey.
 - VK asks for clarification about difference between a formal title and a working title. ST answers that distinction is one of HR vs. everything else.
 - AC suggests that one benefit might be in recruitment, but one risk might be this not be accompanied by efforts to make Lecturer positions more attractive (i.e. changes should be substantive not just cosmetic). ST agrees that a change to working title should not be the only change.
 - CB notes that non-TT faculty in Biology prefer title of 'Teaching Professor' to 'Instructional Professor'.

Updates from subcommittees postponed until next meeting.

MS notes that subcommittee on students evals will meet. SB and SD suggest that they should work with Chris Haas, who is invested in this process. SD also notes that Provost is open to editing/augmenting these student evals.

AH notes that there are/were concerns about the actual questions on the evaluations.

RB volunteers to assist drafting any statements. SB notes that there's a need to draft a survey of NTT faculty.

12:08p Meeting adjourns

Appendix: Zoom chat

10:40:38 From Andrea Caloiaro : Good morning, everyone.

10:47:44 From Catherine Tucker : I approve! Having some internet issues.

10:50:07 From Andrea Caloiaro : Got a bit of a feedback loop from a mic.

10:50:49 From Aida Hozic : Yes, I am hearing it also. Not sure whose mic it is. There are several people who are not muted.

11:01:28 From Robin Schrieber : Done

11:09:16 From Charles Baer : the thought of tossing a chair through the window did cross my mind

11:10:12 From Catherine Tucker : May we have clarification: If a class has an in-person section that does not enroll, but the online section enrolls, will just the in-person section be cancelled? (The dean said that the class would be cancelled - I assume that just the in-person section could be cancelled?)

11:10:20 From Charles Baer : I meant a physical chair, not the Chair of my dept.

11:11:35 From Daniel Contreras : Thanks, Catherine - that's what I was trying to ask (and failing to articulate).

11:12:18 From Stephanie Bogart (she/her) : I think just the in-person section is cancelled

11:14:04 From Catherine Tucker : Can we confirm with the Dean?

11:19:14 From Valeria Kleiman (she/her) : Do we have any idea of the % of students who delayed taking courses (labs) in the Fall ?

11:19:54 From Stephanie Bogart (she/her) : Good question, Joe Spillane and advising may know. I can check

11:22:43 From ribloom@ufl.edu : It's unclear to me what sort of leave is available if ADA accommodation requests are denied on appeal. Anyone know?

11:22:57 From Valeria Kleiman (she/her) : FMLA

11:23:22 From Valeria Kleiman (she/her) : And sick days

11:23:24 From Eric Potsdam : also Medical Leave

11:23:27 From ribloom@ufl.edu : But is the FMLA bar lower than the ADA?

11:23:41 From Aida Hozic : FMLA includes family members.

11:23:52 From Valeria Kleiman (she/her) : The FMLA includes taking care of somebody, so yes.

11:26:18 From ribloom@ufl.edu : What if no one in the family is sick but could become seriously sick if a faculty member brought the virus home? I guess I'm asking about personal leave possibilities? The UF HR leave site isn't too clear.

11:27:36 From Aida Hozic : That qualifies also. I have a husband who is by age in the risk group - I could qualify for FMLA.

11:28:20 From Aida Hozic : The doctor of the person of concern would have to write the note confirming the risk. (i.e. not your doctor).

11:29:08 From ribloom@ufl.edu : OK thank you. I guess that we'll see how the process evolves.

11:31:22 From Catherine Tucker : In response to the dean, I think that the CLAS survey and statement on furloughs expressed our preferences clearly: Furloughs should be allocated with respect to salary such that those with higher salary take higher furloughs, and below a certain salary (proposal of \$40,000) there would not be furloughs. This seems a wise approach.

11:42:16 From Catherine Tucker : Another issue is maintaining quality of teaching. I have deep concerns as to how I can teach simultaneously online and in-person — my online section is 5x larger than the in person section. Yet teaching to a primarily online audience with a mask is quite difficult. And having seen the rooms assigned to me, I will have to have my back to the

online students in order to stand appropriately distanced to teach the in-person section. So this is a very difficult situation to teach effectively.

11:43:26 From Sylvain Doré (UF) : <http://fora.aa.ufl.edu/FacultySenate/Senate/Faculty-Senate>

11:45:11 From ribloom@ufl.edu : Catherine, We're talking about this concern around quality of teaching in terms of communicative teaching in foreign languages. I think that chairs (SPS and LLC) are working on voicing this issue in the college and can update the council if I hear more.

11:48:46 From Daniel Contreras : Stephanie, one leftover question: do we know anything more about the student survey about Spring F2F? If we have any opportunity for input, I think it would be important to make the point that students should be asked not just about F2F, but about the particular *kind* of F2F (distanced, masked, hi flex, etc) that they can actually expect

11:49:00 From Aida Hozic : Daniel -

11:50:11 From Valeria Kleiman (she/her) : What is the difference between formal and working titles?

11:50:50 From Aida Hozic : Students were advised to consult with Joe Spillane on modalities. If survey happens, they will work either with BEBR or Institutional Research and Planning on wording. However, it was the view of the Steering Committee that the survey should be done by students themselves without faculty direction - that is the only way that it can be legitimate.

11:51:29 From Sean Trainor : sean.trainor@ufl.edu

11:52:40 From Daniel Contreras : Aida, does that preclude suggestions (as distinct from direction)?

11:53:39 From ribloom@ufl.edu : Daniel, I agree with the spirit of your question. We still need to inform students about what will really happen if we have F2F in spring even if as Aida says their poll should be independent. Any ideas on how to get this info to students?

11:55:37 From Aida Hozic : The student representative was a part of the conversations at the Steering Committee and is well aware what F2F would mean. All of you should have these conversations with students in your classes and urge them to act.

11:56:04 From Daniel Contreras : Thanks, Aida

12:00:04 From Aida Hozic : I firmly believe that students (and their parents) are the key constituency in these conversations - and they have not been given a chance to participate in them thus far. Neither group has been truthfully informed about what instruction will really look like in the spring.

12:01:09 From Valeria Kleiman (she/her) : I have to go to another meeting. Bye