

CLAS Faculty Council Meeting

November 18, 2020

Those present: Charles Baer, Rori Bloom, Stephanie Bogart, Andrea Caloiaro, Daniel Contreras, Selman Hershfield, Aida Hozic, Nancy Rose Hunt, Valeria Kleiman, Lea Schwartz, Ben Smith, Martin Sorbille, Catherine Tucker, Alexander Wong.

Guests: Gerry Altamirano and Angie Brown.

The meeting was called to order at 10:43am. The minutes of the October 14 meeting were approved.

The new undergraduate member, Lea Schwartz, and graduate student member, Alexander Wong, were introduced.

Stephanie reviewed some of the results of a survey conducted by the CLAS student council on student attitudes towards and perceptions of teaching this semester and in the spring semester. The results show a mix of students who prefer face-to-face vs. online classes and a similar mix of those who are comfortable and uncomfortable with face-to-face classes in the spring. Perhaps the major issue is that very few faculty or students have experience with the HyFlex mode of teaching. Lea Schwartz has written an article to the Alligator to explain HyFlex teaching to students.

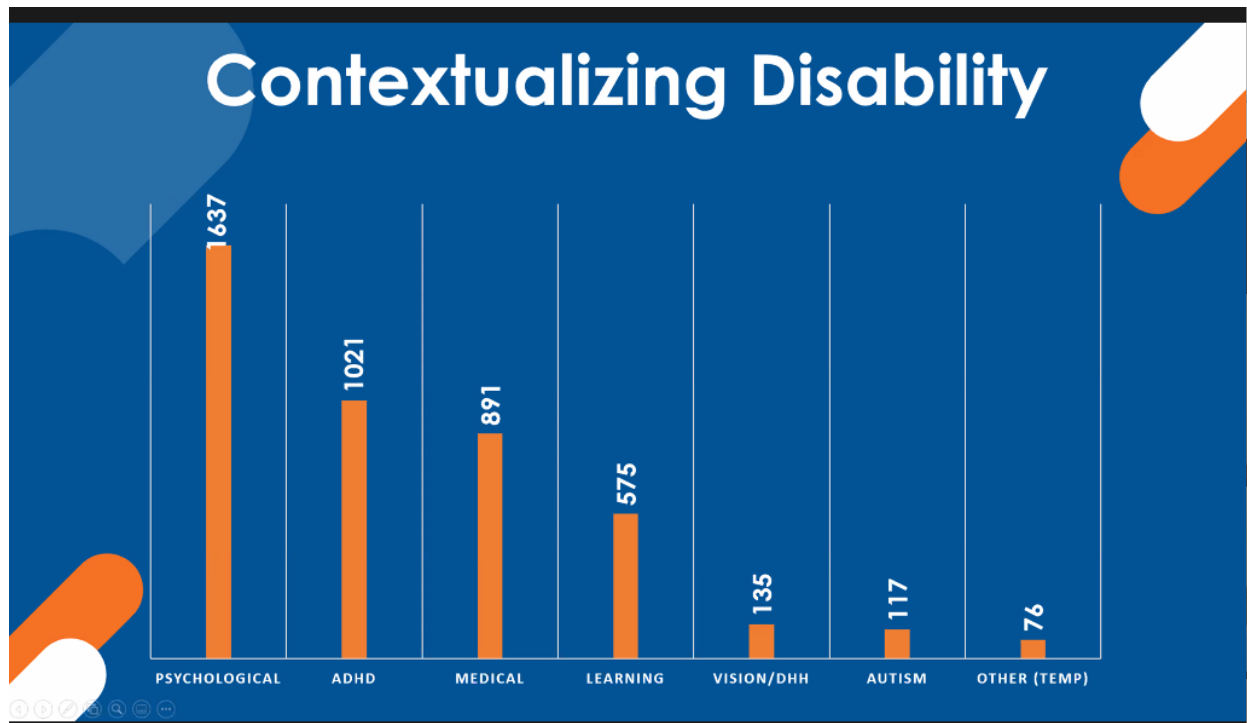
As the technology is being rolled out in our college, departments are having workshops to introduce faculty to how to use it. The language departments were among the first to have the technology installed and have demonstrations on how to use it. The council recommended that graduate students be included in the training sessions. Alexander Wong remarked that in many cases graduate students are helping faculty learn the new technology.

Stephanie relayed that in her meeting Dean Richardson she learned that there were many faculty who were not granted an ADA exemption for COVID-19. The union is handling grievances, and we should know more around Thanksgiving.

Also, if the numbers for COVID-19 continue to go up, spring teaching may be affected. We will know more about this in December.

Gerry Altamirano, the director of the Disability Resource Center, gave a presentation. COVID-19 has had both negative and positive impacts on those with disabilities, depending on the specific individual. He emphasized that there are many different disabilities that affect our student population. A copy of a slide from his presentation is shown below. There are also stories of individuals with disabilities on the DRC website. More and more students are requesting accommodation for disabilities: 1214 students in 2012-2013 and 3850 students in 2019-2020.

87% of those requesting accommodations are undergraduates. UF was recently rated number one in the country for wheelchair accessibility.



The DRC offers virtual proctoring where Honorlock is a problem because of behavioral issues. It also has scholarships and loans for laptops. There are free services for psychological evaluation. Students can consult the DRC in person or via Zoom. The number one referral is by peers.

For many students their disability is not apparent until courses become harder and there is more stress such as late sophomore or junior years in college. This also means that issues may arise late in the semester and be episodic.

It is the students' responsibility to submit the DRC documentation to the instructor, but keep in mind it is tough for the students to ask for disability accommodation. All instructors in a course should be aware of the necessary accommodations, including graduate student TA's.

Angie Brown gave a presentation on the many services provided by the UF Human Resources (UFHR). The UF Employee Assistance Program (EAP) offers someone to talk to and resources to consult on a 24/7 basis. Employees and household members may request up to 6 free visits per person per calendar year. Advice and help on a range of work life challenges are offered: child and elder care, moving and relocation, pet care, ... Legal guidance on divorce, adoption, family law, wills, ... is free for the first 30 minute consultation and with reduced fees after that.

There is a 24-hour phone number (833-306-0103) and their e-mail is eap-help@ufl.edu. Since August 2019 this service has been provided by ComPsych.

Angie also offered information on UF's mindfulness resources. This week there are a number of workshops on Restoring Balance. For those who can not attend the workshops the web site <https://wellness.hr.ufl.edu/initiatives/events/restore-balance/> will have recordings. There is also a regular mindfulness group that meets on Mondays (<https://mindfulness.ufl.edu>).

One issue in getting the word out about these resources and events is that there is a large steady stream of e-mail. It was recommended to have headers which describe the events and to keep e-mails short with links provided for more information.

The subcommittees reported on their progress:

Nancy and Ben have a proposal for the posthumous promotion of Patricia Hilliard-Nunn to master lecturer. This will eventually need to be approved by the faculty senate. There is a Zoom event scheduled for celebrating her life on December 9, 2020 at 5:30pm. An in person event may also be scheduled in the spring semester depending on the COVID-19 situation.

Stephanie reported for the mentoring subcommittee. She met with Chris Hass and Sean Trainor about the change in title for the present lecturer position. There will be more discussion on this in the spring and a survey on the perceptions of non-tenure track faculty. While non-TT faculty can not serve at present on the college level T&P committee, they can and should serve on departmental committees for promotion. The subcommittee has sponsored one T&P workshop this week, and one will be held in December.

Charles and Martin of the student evaluations subcommittee have provided information on previous discussions, research on student evaluations by Prof. Kate Ratliff, and an article from Inside Higher Ed. They will be meeting to improve the current student evaluations.

Andrea reported on the surveys of the associate deans. He has uploaded the files from the council's previous discussions to our Canvas site. The Canvas site is a good way to reduce the amount of e-mail traffic and provide continuity for this faculty council.

The meeting adjourned at 12:04pm.