

Minutes CLAS Faculty Council Meeting

March 15, 2021

Those present: Stephanie Bogart, Rori Bloom, Andréa Caloiaro, Christine Davis, Daniel Contreras, Selman Hershfield, Aida Hozic, Valeria Kleiman, Eric Potsdam, David Richardson, Suzanne Robbins, Tarek Saab, Lea Schwartz, Ben Smith, Martin Sorbille, Catherine Tucker, Alexander Wong, Nancy Hunt, and Eleni Bozia (DISC).

The meeting was conducted via Zoom and started at 1pm. The minutes of the February meeting were approved.

Aida and Stephanie have been asked along with Diane Beaulieu from the College of Education to compile a list of faculty achievements since December 4. The UF Senate Chair, Sylvain Dore, will present them to the Board of Trustees on the March 18 meeting. Many faculty council members have sent in accomplishments.

Aida expressed concern about a recent e-mail from HR on UF moving forward after the pandemic, specifically finding the right balance between online and face-to-face activities. While some noted that the article raised many good points, no one quoted in the article was actively teaching in a classroom. There was also concern of who will decide future teaching modalities. This was discussed more later (see below).

Stephanie explained the status of the posthumous promotion for Patricia Hilliard-Nunn. While the university does have a policy for awarding posthumous degrees, there is no such policy for posthumous promotion. After a discussion, the committee decided to draft such a policy and then apply to get it approved. Nancy and Ben will meet with Dave to start the process. There is going to be an event in the fall honoring Dr. Hilliard-Nunn. If the posthumous degree process is not complete by the fall, the college or possibly the university will likely provide another way to honor her with the posthumous degree coming later.

Dear Richardson's update:

- In reference to the earlier HR e-mail discussion, Dave said the college has traditionally left teaching assignments and modalities up to individual departments based on historical demand. The one instance when the college has stepped in was to reduce the number of online classes that freshman take in the fall semester.
- At the university level there is going to be an optional statement for T&P packets regarding the COVID-19 disruptions this past year.
- Continuing with the discussion of future teaching modalities and lessons learned during this past year, Dean Richardson indicated that in April he would like to have a series of town hall style meetings to discuss the path forward. The subcommittee handling faculty workshops will assist him with that. Dave envisions having separate town halls for faculty, staff, and graduate students.

Ben said that it seems that we need data, and one way to get it is to do a systematic survey of faculty, students and staff to empirically evaluate what has been sacrificed, as well as ideas and options going forward. The committee voiced strong support to the idea that that pedagogical and teaching decisions should be in the hands of those who teach and not those who are not teaching or primarily do administration. A subcommittee led by Ben will look into creating such a survey. It was also discussed that focus groups could be a way to get information on what worked and didn't work. The experiences and needs of minority faculty and students should be addressed in this process.

Stephanie is drafting an executive summary from the survey taken last semester on the name change of the present lecturer position.

The subcommittee working on modifying departmental bylaws to include statements on diversity and inclusion will consult with Martin to make sure that the proposal is consistent with the new collective bargaining agreement (CBA). The new CBA is close to being finished. There is a new CBA every three years so any changes that are not in the present CBA will have to wait 3 years. Note that in the present CBA the term non-tenure track faculty (NTT) is used for lecturer and other non-tenure track positions.

Lea Schwartz said that undergraduates are starting a task force. She will report more details when she has them.

Since we have not heard a response from President Fuchs on the letter that was sent following our meeting, Stephanie will meet with Dean Richardson to discuss the best way to inquire from the president's office.

The meeting adjourned at 2:35 pm.