

CLAS Faculty Council Minutes

Feb 15th, 2021

In Attendance:

Stephanie Bogart, Daniel Contreras, Catherine Tucker, Tarek Saab, Selman Hershfield, Christine Davis, Ben Smith, Valeria Kleiman, Martin Sorbille, Andrea Caloiaro, Lea Schwartz, Dean Richardson, Aida Hozic, Eric Potsdam, Rori Bloom, Suzanne Robbins, Alexander Wong
Guests: Richard Conley (DISC), Eleni Bozia (DISC), Perry Collins (ULC), Angelos Barmpoutis (ULC), Michael Martinez (Steering Committee)

1:00pm Stephanie Bogart convenes meeting

Previous meeting's minutes approved

- Presentation on the Author Rights Policy by Perry Collins and Angelos Barmpoutis (University Libraries Committee)
 - o Request for feedback on draft policy
 - o Aiming to make policy applicable to CLAS needs
 - o "A policy protecting faculty rights to share your published research." [via adding a – legal – layer to publishers' policies]
 - o Aiming to bring policy up to Faculty Senate in Fall 2021
 - o Major goals:
 - Reserve author right to share regardless of publisher policies
 - Applies only to *journal articles* [not books, book chapters, etc] written by UF faculty (and potentially by default also student or non-UF authors)
 - Typically means granting nonexclusive license to UF with easy way to opt out; UF would "hold those rights in trust"; intended to expand rights, not narrow them
 - o Other universities doing this: UNC, UC system, GA Tech
 - Coalition of Open Access Policy Institutions (COAPI)
 - o Draft text & FAQ available on website:
<https://digitalpartnerships.uflib.ufl.edu/uf-author-rights-policy/>
 - o University Libraries Committee wondering if this should be an Opt-in or Opt-out
- Update from Dean Richardson
 - o Turnover in Teigert:
 - VP for Enrollment Management leaving
 - Dean of Graduate School stepping down
 - Chief Diversity Officer leaving
 - AD for DEI search ramping up
 - o Spring Graduation
 - President Fuchs has announced intention (pandemic allowing) to have graduation be in person if students/families opt in
 - Colleges not involved in planning, but President has solicited comments/feedback

- Anticipates 14 ceremonies in O’Connell due to social distancing (graduate + 2 guests per ceremony); masks required; these would also be streamed live
- No platform party, handshakes, etc
- President will speak at each ceremony unless others opt-in
- These would include grad ceremonies as well as undergrad (but no hooding)
- 29 April – 3 May (3 ceremonies/day); CLAS MA and undergrad in 3 ceremonies on Sat. 1 May and morning of Sun. 2 May; all doctoral ceremonies morning of Thurs. 29 Apr
- Normally 50-60 faculty marshals per event; will be reduced to 20 marshals/event + 8 staff managers
 - Marshals are volunteers; what if nobody volunteers?
 - President’s memo commits to providing marshals from (unspecified) elsewhere if insufficient numbers of volunteers
- Council questions:
 - Solicit specifically vaccinated faculty for marshals?
 - Open question of whether majority of students will in fact want to attend an in-person graduation under these circumstances?
 - Do students (as they decide whether to attend) really understand what the experience will be?
 - Management of crowds arriving and leaving O’Connell Center?
 - No pressure from CLAS for faculty to serve as marshals; trying to avoid that at department level too
- Summer schedule
 - Prioritized criteria for teaching:
 - Meet summer enrollment needs for students to make academic progress (purpose is to maintain educational momentum for students)
 - Maintain optimal balance of outcomes by selecting modalities
 - e.g., online allows for traveling faculty and students who aren’t residing (or can’t reside) in Gainesville
 - asynchronous courses facilitate student enrollment
 - instructor availability
 - vast majority of faculty are on 9-month appointments and so can decline offers of summer assignment
 - Summer B is “a muddle”
 - varied interests in online classes from FTIC students and upperclass students; i.e., F2F probably more appropriate/desirable for intro students, and online for students who are further along and want flexibility rather than “college experience”

- normally CLAS has encouraged departments to offer F2F sections (with some online for FTIC)
 - But...vaccination horizon unclear; CLAS has asked dept to offer F2F if possible (i.e. if faculty available)
 - Fall schedule
 - Public health schedule (theoretically) clear for fall – i.e., significant levels of vaccination and no need for social distancing expected (but masks likely required)
 - Faculty should all be vaccinated
 - Students less predictable
 - Departments have been asked to plan Fall 2021 in line with where we were for Fall 2019 (in terms of modalities)
 - ...with the understanding that this may change reflecting public health circumstances
 - No current discussion of any set number of F2F sections; CLAS not committed to hyflex as a fallback
 - Council questions:
 - Timeline for reviewing plan for Fall 2021?
 - Summer B timeline (1 July start): decision to be made at end of April (i.e. schedule will be set based on public health projection at that point)
 - Implies that Fall 2021 plan will be finalized at the end of June
- Update from evaluation committees
 - Martin Sorbille update on Student Evaluation Committee
 - Updated document available on Canvas
 - Andrea Caloiaro on AD/CD Survey Evaluation
 - Updated documents available on Canvas
 - On track for 15 Mar deployment
 - Main changes to do with Covid response
- Letter to College summarizing Fac Council meeting with President Fuchs
 - Rori Bloom suggests that action items be accompanied with a plan for assessment of Administration's response
 - Ben Smith suggests that Council should think about plan in case of little/no/inadequate action on President's part
 - Aida Hozic suggests that it would be useful to have a record/roster of decisions about which the Faculty were distressed; surprise at President's lack of knowledge about details
 - Daniel Contreras suggests that process (faculty input/governance) more than specific demands are important
 - Andrea Caloiaro suggests that CLAS Council consult with other College Councils and request annual or semi-annual meetings with President

- Valeria Kleiman suggests that decision-making based on public health projections should also have pedagogical input (and suggests that this be added to the letter)
- Rori Bloom: subcommittee to go through (long) list of concerns and pull out most significant/pressing ones and produce action plan, timeline, and follow-up (“organize and prioritize the items in the letter to create an agenda for a future faculty council meeting to discuss implementation strategies”)
 - This subcommittee will include Rori Bloom and Martin Sorbille from Faculty Council, Eleni Bozia from DISC, maybe input from Steering Committee also
- Eleni Bozia: diversity committee would also offer input; also important to push for collaborative path forward (working group with members of various faculty committees as well as administration reps) rather than produce adversarial relationship
- Christine Davis suggests following up with President Fuchs to see how – after reflection – he feels about these suggestions; partly to avoid producing adversarial relationship
- Stephanie Bogart notes that President did respond to list by pointing out that he would take them into account but that not all would be appropriate for action by President
- Selman Hershfield: lists are more effective when they’re shorter
- Valeria Kleiman points out that T&P accommodations for Covid really need to be targeted not at those filling in dossiers so much as at those *evaluating* them
- Eleni Bozia: how will Spring 2021 evaluations count? How should they count? Unclear what effect mandatory hybrid will have.
- Martin Sorbille: MOU with UFF for Fall 2020 and Spring 2021 may cover impact of evaluations and other contributions to T&P
- Ben Smith on posthumous degree for Patricia Hilliard-Nunn
 - Letter covering research/teaching/service forwarded to David Pharies who will pass it up T&P
 - Strong case, expects success
- Valeria Kleiman: revisiting unfinished effort to improve guidelines for adding new departments (e.g., Centers becoming Departments; Women’s Studies engaged in this now, but on hold because of pandemic)
 - Reconstitution of subcommittee to build on the existing language from previous (unfinished) effort?

3p Meeting adjourned