

**MINUTES**  
**Thursday, Nov. 4 2021**  
**Meeting of the CJC Senate**

Attending: Angela Bradbery, Mickey Nall, Cynthia Morton, Cynthia Barnett, Iman Zawahry, Churchill Roberts, Kim Walsh-Childers, Janice Krieger, Keisha Reynolds, Julia Seay, Ryan Vasquez, Clay Calvert, Ann Christiano

Walsh-Childers called the meeting to order at 10:41 a.m. Nall moved approval of the minutes of the Oct. 18, 2021, meeting; Morton seconded. The minutes were approved unanimously.

Barnett discussed additional revisions to the Constitution, saying the current changes have been approved by UF lawyers and the dean's office. As soon as staff council has finalized its suggested additions, the document will need to go back to the dean's office and UF legal for review. Then we need to get it sent to all faculty and staff at least two weeks before the December end-of-semester meeting so that faculty can vote to approve it as amended (if they choose).

Krieger said faculty in other departments are expressing great concerns about the university's proposed "Comprehensive Periodic Review Policy" for tenured faculty. Roberts said this is just one of the proposals coming from Florida's legislative and executive branches that appear to be aimed at ending tenure. Vasquez noted that the Florida legislature increasingly is mimicking other states that have passed similar legislation, consolidating decision-making power under high-level administrators. Roberts said there have been other infringements on academic freedom that we will be hearing about soon. However, UF could not implement the proposed comprehensive post-tenure review policy without re-negotiating it with UFF because it is part of the collective bargaining agreement, and UFF has not interest in renegotiating this part of the contract.

Morton said the advertising faculty met to discuss faculty concerns about these issues, including UF's recent decision to deny faculty the right to testify on behalf of plaintiffs suing the state to overturn the recent voting restriction legislation. She noted that this policy seems to conflict with the annual evaluation process and with diversity and inclusion initiatives. Such policies will make it very difficult for UF to recruit and retain top faculty.

Calvert presented changes the Salary Equity Review committee is proposing to the college's equity review procedures. The proposed revisions include no substantive criteria changes. Senators agreed this proposal should be included as an information item at the December all-faculty meeting.

Each department's senators will seek further feedback from their faculty about the post-tenure review and academic freedom concerns.

The meeting adjourned at 11:43 a.m.