Welfare Council Minutes
April 11, 2019
8:00 am
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Present: Chris Hass, Ray Issa, Suzan Alteri, Katie Vogel Anderson, Christine Kelly-Begazo, Alejandra Salemi, Leah Rosenberg, Laurie Bialosky, Ray Thomas, and Ernesto Escoto.

1. **Call to Order**
   The meeting was called to order at 8:00 a.m.

2. **Approval of March minutes**
   The minutes were approved.

3. **Kognito and Mental Health (Counseling and Wellness Center)**
   Alejandra Salemi and Dr. Ernesto Escoto
   --Counseling and Wellness Center director, Dr. Ernesto Escoto was introduced and is available for any follow up questions or feedback. Alejandra presented and explained Kognito, a tool to help people have conversations about mental health issues such as anxiety, depression, eating disorders, and suicidal thoughts, as well as negative common college situations such as academic struggles, relationship breakups, and support failures.
   -The behavior change model and key tactics and learning principles were explained. This is not diagnosis tool but one intended to raise issue awareness and begin dialogues.
   -Findings show this model usage has reflected empowerment and increase in awareness and skills at different time points. Online modules are helpful so that participants can review the information as convenient. The model offers a realistic but not real (avatar) starting point for faculty and staff to help students and also includes a module aimed at assisting veterans.
   -Ufl.to/Kognito provides directions on how to establish an account and take the module. UF has unlimited licenses for this product which is also available on a mobile. Demographic questions are included. Instructions to open an account, launch the training, and select a simulation menu, and review of in-simulation tools were provided. Additional resources are also included.
   -The Board of Governors has a mandate for all public Florida universities to provide campus

mental health literacy. While this training is not required, it is available to all faculty and staff.
-Distribution of communication was discussed including adding this information to the extension newsletter, the HR UF at Work newsletter, the next provost newsletter, and the chair's report at Thursday's Faculty Senate. This could also be part of the onboarding process of all faculty and staff and it could be encouraged that a refresher be taken every 2-3 years.
-An article in the *Chronicle of Higher Education* on faculty mental illness was also shared by Dr. Hass.

4. **Non-tenure Track Faculty Titles**
    Associate Provost of Academic and Faculty Affairs, Dr. Chris Hass
    -Modifiers to faculty titles add many titles to those currently found in regulations. Some faculty have expressed concern that thier titles may not reflect their current assignments and there are inquiries about faculty being evaluated for promotion and tenure by title, rather than by their actual work or assignment. One proposed solution is to limit to faculty to three titles: Professor, Associate & Assistant Professor. All outward facing descriptions would be one of these three, regardless of a more specific internal parsing or categorization by Human Resources.
    -Council discussed IFAS-related issues which occur with Extension Agents having titles whose modifiers reflect expertise (and can be very similar and therefore confusing) or which reflect their county's priorities as opposed to their assignment. However, all agents are designated I, I, III, IV which reflects a more uniform and logical hierarchy.
    -It may be helpful to determine how university peers handle faculty job titles and if this is a more discipline-specific issues amongst UF faculty (e.g. Engineering, etc.).
    This issue could also be considered within these contexts: consideration of historically disadvantaged workers within specific fields; the level of respect for non-tenure track categories; the impact of resource support for faculty at various levels; the proliferation of PhD's and its impact on market and hirings; 'contingent labor' or 'work for hire' issues when employees move from full time to part time and the impact of establishing a career from a number of partial or limited opportunities.
    -Council agreed to continue this discussions in the fall and at the May 2nd Steering Committee meeting.

5. **Review of International Scholars and Diversity resolution**
    Faculty Senate Chair, Dr. Katie Vogel Anderson
    -Council agrees with the general intent of the Faculty Senate Resolution to Protect non-U.S. Citizen Members of the University of Buffalo Community. Council approved a resolution supporting international faculty, scholars, students, and staff which was presented by the Faculty Senate Chair.

6. **Update on Stanford Model of Sexual/Romantic Relationships in Workplace**
    Faculty Senate Chair, Dr. Katie Vogel Anderson
    -UF proposed regulation 1.0065 Prohibited Consensual Relationships, will be reviewed for approval at the June Board of Trustees (BOT) meeting in June. Council agrees with the The Stanford model discussed by council during each of the Spring 2018 Welfare Council meetings. Council agrees that the UF proposed regulation is similar to the Stanford model and while not being overly prescriptive, does allow the university an opportunity to put this similar model into practice to protect the individuals and the university. Council agrees with the regulation addresses relationship conflicts of interest and prohibits undergraduate and teacher relationships (which could be forced otherwise.)

-Prior to the BOT vote, there will be a public comment period on this (and all) proposed regulation(s), and although Faculty Senate doesn't vote on this item, it will be 'lighted' by the Faculty Senate University Constitution & Regulations Committee (UCRC). Council voted, unanimously, to support this regulation.

7. **Adjournment**
   -The meeting was adjourned at 9: 12 a.m.