

Welfare Council Meeting Minutes

3/23/2020

3:30 p.m.

Via Zoom:

<https://ufl.zoom.us/j/483128321>

Present: Jennifer Munoz-Pareja, Ray Thomas, Ray Issa, Suzan Alteri, Sarah Lynne, Sean Trainor, Laurie Bialosky, Chris Hass, and Joe Riley.

1. Call to Order

-The meeting was called to order at 3:30 p.m.

2. Approval of February 24, 2020 Minutes

-The minutes were approved.

3. Report from Chair / Steering Committee Update

-[1/30/20 Senate-approved Compensation Committee Charge](#) Update

-Council was updated that Senate approved the above Compensation Committee charge at January Senate.

4. Old Business

a. Parental Leave - [Compensation Committee Parental Leave Resolution](#)

-Compensation Committee Chair Sean Trainor provided an overview of the proposed parental leave resolution which council approved without objection.

b. Faculty Titles - [Compensation Committee Faculty Titles Resolution](#)

-Points of discussion included:

-The use of working titles vs. HR-designated job titles.

-The availability of/access to attaining tenured positions as an academic trend.

-The use of titles which could more accurately identify tenure and non-tenure tracks.

-Some faculty concern was voiced earlier within the social sciences about adequately and accurately distinguishing between degrees of expertise amongst faculty who all use the term professor; examples mentioned included tenured full Professors, Professors of Teaching, and Professors of Instruction.

-Is it helpful to continue to utilize such common faculty title modifiers like Clinical and Research to avoid confusion? For example, a Professor of Instruction may still conduct research. Council disagreed that a modifier denigrates the title of Professor. Using a modifier would not preclude, for example, instructional faculty from doing research.

-Council agreed with the resolution and suggested tweaking some bullet point items for clarity. Council is asked to forward any additional comments to the Compensation Committee Chair.

c. Green Dot

- Council chair followed up with Green Dot program administrators and reported that as of mid-February, the Green Dot program provided training to 425 faculty and staff and 150 students. Many student leaders and influencers received the four-hour bystander training. All training is voluntary and can be requested.
- The [Green Dot Faculty Toolkit](#) is available and will be added to this meeting's minutes. The program is not targeted solely to addressing sexual assaults but also to other 'bystander' situations involving peer substance abuse/misuse, etc. Appropriate intervention steps are discussed during training, but participants are reminded that calling 911 should always be used in the event of a grave situation or emergency.
- Council can request a Green Dot training session or council may wish to hear from the Title IX Office. The Faculty Senate Chair will provide updates regarding work with the Title IX Office and the Office of Student Affairs to place a button on the UF homepage which would be used to report sexual assaults.

5. New Business

a. April 27 Council Meeting

- It was agreed that council will meet next month. Many forthcoming COVID-19 - related faculty welfare issues will fall under the scope of this council.

b. Council Chair – AY 2020-2021

- No chair nominations were entertained. Members were asked to please consider this item of business for the April or September meetings.

c. COVID-19

- Faculty academic concerns during the COVID-19 crisis were solicited by the Faculty Senate Office via a survey on their home page. The Faculty Senate Chair discussed the survey results, which included faculty comments and concerns about the following during the COVID-19 period:
 - Stopping or pausing the tenure clock for faculty worried about dire effects on research and teaching opportunities and situations.
 - Weak or negative faculty evaluations resulting from students and faculty coping with technology, work, and homelife issues.
 - Possible issues related to the continuity of online teaching.
 - The cost of online teaching to faculty members who may have limited data plans, or small laptop or personal devices.
 - Students lacking access to technology infrastructure and resources at home who can't afford high speed internet.
 - Fair productivity requirements by administration in light of hardships to faculty who are primary caregivers with children, elderly or vulnerable relatives with underlying health conditions at home.

- The importance of sharing faculty concerns with legislative and university leaders who are in a position to shape policies and strategies.
- Reviewing how UF's peer institutions are handling student evaluations.
- Extensive feedback was received regarding S/U grading, including the need to utilize the proper language distinguishing between Pass/Fail vs. Satisfactory/Unsatisfactory. (Passing using P/F is D or better while Satisfactory using S/U is a C or better).
- Barriers to obtaining professional licensures.
- The Faculty Senate Chair will compile the survey results and share them with Associate Provosts Hass and Lindner, Provost Glover, and its appropriate Senate policy councils. The Faculty Senate Office will follow-up on these discussions and help determine how to mitigate problems identified in the COVID-19 environment.

6. Adjournment

- The meeting adjourned at 4:41 p.m.