

**Welfare Council Meeting Minutes**  
**10/10/2019, 8:00 a.m.**  
**Library East Conference Room**

**Zoom information:**

<https://ufl.zoom.us/j/244753412>

Meeting ID: 244 753 412

Dial by your location

+1 646 558 8656 US (New York)

Meeting ID: 244 753 412

Join by Skype for Business

<https://ufl.zoom.us/skype/244753412><https://ufl.zoom.us/j/554433496>

**Present:** Ray Issa, Chris Hass, Sean Trainor, Laurie Bialosky, Ray G. Thomas, Suzan Alteri, and Kalen Manasco.

**1. Call to Order**

-The meeting was called to order at 8:02 a.m.

**2. Introductions**

-Compensation Committee Chair Sean Trainor was introduced.

**3. Approval of September 12, 2019 Minutes**

-The minutes were approved.

**4. Chair's Report**

-Last fall, council approved [the new charge of the Compensation Committee](#). The Committees on Committees and the University Constitution & Regulations Committee (UCRC) approved the new charge in the Spring. The Steering Committee approved the new charge last week and it will be presented as an information item at the October 17<sup>th</sup> Faculty Senate meeting.

-Next month, VP of Human Resources Jodi Gentry will present to council any follow-up's or updates related to the outcome of 2015 climate survey.

**5. Discussion of reimbursement for childcare costs when traveling on official business**

-Portions of the National Institutes of Health ([NIH](#)) [allowable costs and University of CA travel regulations \(Policy G-28\)](#) related to travel expenses and childcare costs were shared and discussed. Per item f on page five of the above [link](#), the University of CA allows for childcare expenses through their travel regulations. Childcare expenses may also be reimbursable for individuals working on an NIH grant-supported project, as referenced on page two of the above [link](#). College of Medicine faculty have expressed interest in obtaining similar allowable childcare expenses. However, consideration could be given to applying such a regulation campus-wide, including professional development travel funds being applicable to childcare costs. These costs are currently not an allowable reimbursement at UF, regardless of the funding stream utilized. Council agrees it would be helpful to locate the current university policy and regulating

statues to understand how it is being interpreted and administered. Budget Council liaison and UF Budget Director George Kolb may be a good resource for this inquiry which can also be discussed at the Research & Scholarship Council.

## **6. Update from Compensation Committee**

-The Compensation Committee met last month for its first meeting of the academic year. The Faculty Senate Chair attended and provided a brief history and overview of the committee's original mandate. Potential priorities for the academic year were identified, including an examination of compensation for non-tenure track faculty at UF and elsewhere; peer institutions' cost of living raises; the feasibility of equity raises; BabyGator; and parental leave.

-Council discussed the proximity of childcare services to Innovation Square and access for children from the historic Porters Neighborhood as well as increasing opportunities to provide education students research for childhood education. The Compensation Committee could also discuss BabyGator facility challenges, with consideration given to the longer- and shorter-term goals of BabyGator based on resources, such as a short term goal of pursuing additional childcare slots and a long term goal of a new or upgraded facility. Another consideration is the university's master plan and what resources the new buildings have the potential to house.

-Faculty retention and productivity related to childcare availability is another consideration, particularly given Dr. Fuchs recent Alligator article theme of UF being more collegial and caring as the university pursues its goals of academic excellence.

-It was also discussed that council consider faculty without children and their possible inclinations regarding the expenditures of limited university resources. Council discussed if provisions made for parents benefit all in the university community, such as meeting time limitations for all when a colleague has limited childcare hours access, etc.

-When preparing the committee's Compensation Committee agenda, council suggests it consider what cultural, structural, and financial areas need change at the university and what barriers exist for each.

## **7. New / Other Business**

-Council members are asked to please provide presenter names for Spring council meetings.

-Council will elect a chair for Spring 2020 at the next meeting in November as there is no December meeting due to holiday and council members' schedule conflicts.

-It was suggested that council review how other top ten public universities handle faculty titles and which are the top 25 faculty titles appearing most amongst our AAU peers. Other considerations to discuss include: working faculty titles vs. outward facing faculty titles; distinctions between academic and professional roles in assigned job titles; promotional lines available in instructional titles/lines; and the need for nontenured faculty voices to be heard, particularly since instructional faculty lines now tend to be professional and career lines, which is a newer evolution in academics.

-A brief membership overview of the [Academic Policy Board \(APB\)](#) orange and blue segments were discussed following an inquiry of clarification.

-UF's new email banner of caution pertaining to external links was discussed, including concerns of alarm fatigue and that the banner obscures the first line of text in an email's initial view, so perhaps IT could establish a white list of secure products, vendors, etc. to minimize such cautionary emails.

**8. Adjournment**

-The meeting was adjourned at 9:14 a.m.