

Welfare Council Meeting Minutes

4/27/2020

3:30 pm

Via Zoom: <https://ufl.zoom.us/j/97950389969?pwd=YUkxRXZlZjdyNEVRSidMZWVWV2FOUOT09>

Present: Ray Issa, Chris Trainor, Sarah Lynne, Kalen Manasco, Chris Hass, Colson Douglas, Jennifer Munoz, Laurie Bialosky, Ray Thomas, Suzan Alteri, and Sean Trainor.

1. Call to Order

-The meeting was called to order at 3:31 p.m.

2. Approval of 3/23/2020 Minutes

-The minutes were approved.

3. Chairing of September Welfare Council Meeting / Chair election

-If needed, Ray Issa will chair the September/council chair election meeting.

4. Old Business

- The [Parental Leave Resolution](#) is now being considered by the Faculty Senate and will come to a vote at the May 7 Senate meeting.
- **Compensation Committee [Faculty Titles Resolution](#)**
 - The Academic Policy Council (APC) discussed this resolution in its March 20 meeting. The Faculty Senate Secretary will confirm if the APC intends to add this topic to a future agenda.
 - Any Human Resources title changes would require a regulations change. While not addressed by this resolution, attention should be given to any systematic or unit issues regarding faculty rights/voting rights not in alignment with regulations.
 - Council agreed to schedule an additional, May meeting for the Compensation Committee and Welfare Council. Council will meet at 3:30 on May 11 and the Compensation Committee will be scheduled to meet briefly next Tuesday, May 5 at 9:30 to make a few final word tweaks before this council votes on the resolution. The Faculty Senate Secretary will forward a Zoom meeting link to all council and committee members.
 - Following the May meeting, council will forward its resolution approval or feedback to the Steering Committee in the Fall and anticipates any resolution would arrive at Senate by October.

5. New Business

- **COVID-19 Updates**
 - There is concern about how to best move forward with experiential learning courses. Fall particulars are unknown and UF may be more inclined to move to a phased opening with emphasis on testing, masking, and hand sanitization. Balancing the waves of faculty and staff return to campus and how to

appropriately social distance are also key considerations.

-The university is awaiting the governor's orders expected at week's end.

-UF Health guidance is essential to the conversation on campus regarding COVID-19 testing and updates. Antibodies and infection rates relationships are still not fully understood.

-The scaling of swabbing and testing as part of day to day operations is a primary consideration, given that UF has 32,000 employees.

-Given that 20 per cent of the UF faculty is over 60 years of age, complicated questions need to be examined about flexibility in work assignments and adjustments to FTE, which would then affect salaries.

-This is the council charged with advancing faculty welfare so it will be important to listen to faculty needs and raise issues with administration as thoughtfully and articulately as possible. Areas of need include online education (and continued, active participation in the [University Information Technology Committee](#)), and providing childcare options for faculty while daycare centers and schools remain closed, and summer camps are being cancelled.

-Council Chair will contact VP of Human Resources, Jodi Gentry, to inquire about council and/or faculty participation in the COVID-19 childcare task force which is being formed. Suggestions for the latter includes contacting College of Education or other UF students for childcare assistance and exploring unused campus buildings and the Oaks Mall (which offers vacancies and RTS bus service from most areas of Gainesville) spaces for childcare and testing centers.

-Such planning would need to be done in conjunction with guidance and directives from the Center for Disease Control (CDC), Occupational Safety and Health Administration (OSHA), and other local, state, and federal regulatory agencies, as well as best practices for emergency operations center (EOC's). Additionally, UF Distinguished Professor Patricia Synder, Director of the Anita Zucker Center for Excellence in Early Childhood Studies, mentioned in her Distinguished Professor lecture this spring that the ideal caregiver to child ratio is 3.25. Social distancing will also be challenging for this cohort.

-Council agreed that the importance of shared governance is more vital than ever and these challenging times also present an opportunity for innovation.

6. Adjournment

-The meeting was adjourned at 4:51 p.m.