

Welfare Council Meeting Minutes

Monday, 1/25/2021

4:00 p.m.

Via Zoom:

<https://ufl.zoom.us/j/95247489632?pwd=RS9nK041QWRKNEgzUW5vd2FIWExIUT09>

Present: Sarah Lynne, Shannon Edwards, Sylvain Doré, Chris Hass, Sean Trainor, Kalen Manasco, Laurie Bialosky, Mei-Fang Lan, Ray Issa, and Lisa King.

1. Call to Order

- The meeting was called to order at 4:02 p.m. by Welfare Council Chair Dr. Sarah Lynne.

2. Approval of December 14, 2020 Minutes

- The minutes were approved as amended.

3. Gator Safe app

- Faculty have expressed concerns about the use of the Gator Safe app for course reporting. It was clarified that the app is not being used at any time during the faculty evaluation process. The Provost responded to multiple questions raised about the app at last week's Faculty Senate meeting. The administration relayed that the app was intended to be a rapid response tool for students to identify discrepancies in what they signed up for and what is being delivered. The app was meant to, and does, capture unexplained course modality changes and absenteeism.

- Council agreed that, as also expressed at the Senate meeting and by other faculty, there is a need for a more transparent process and standard, particularly relative to who receives the course complaint information. The app is being modified. The app complaints are reviewed and routed to the appropriate office and department or unit, including the Offices of the Provost, Ombudsman, and Human Resources, as applicable. Welfare Council administrative liaison Associate Provost Hass agreed that there is a commitment to following a uniform procedure for internal routing. It would be helpful to have an academic intake form which routes to appropriate channels. Conflict resolution guidance needs to be strengthened and resolution participants clearly identified.

- Council asked about the data received on this app and if it is helpful to see the demographic breakdown regarding who is and is not being reported and the level of validity of such reports to ensure disparities are not being exacerbated.

- How the administration and faculty can productively converse and effectively establish trust was discussed.

4. Diversity, Equity, and Inclusion (DEI)

a. Action items and faculty engagement

- The university has been moving forward in promoting equity, as reflected by the positive initiatives put forward under President Fuch's charge. Council discussed how to change the culture of inequity and agreed that taking action to

help individuals and groups feel respected and heard is essential.

- Suggestions include establishing a flow chart to a bias response. For example, if a faculty member receives a hate email or is threatened in some way, UF has supportive resources. However, having a more formalized and readily viewable response would be an improved approach to increase awareness as well as support. Faculty have provided feedback that while they tend to feel supported and heard at the university, specific steps on how to best move forward to cope with exclusion, discrimination, or other adverse actions, could be greatly clarified.

- Other important considerations in this space include: how to identify and address microaggression and other transgressions; how to bring forward or report such concerns; how to holistically address such concerns; how to train people in positions of power to recognize and prevent such transgressions; and can a third party be established to review and address these items?

- Council discussed if faculty have access to similar processes used by graduate students, which allow discrimination or misconduct reports to be sent to an independent group for review. If an accusation of discrimination is made, the university has certain reporting requirements, and more information is available at: <https://titleix.ufl.edu/>. Discussion of a concern (as opposed to a formal, filed complaint) can be handled by the Office of the Ombudsman and the Student Affairs Office.

- While there is a bias reporting mechanism available at UF, feedback is that it can be difficult to address systematic issues via a Human Resources process, which may treat such offenses as an issue related to a specific individual; remedies to such offenses may be more likely to be targeted at the specific offender/individual.

- The <https://antiracism.ufl.edu/> resource was discussed.

- Faculty Senate councils and committees working together with diversity liaisons will elevate the work of both in this space.

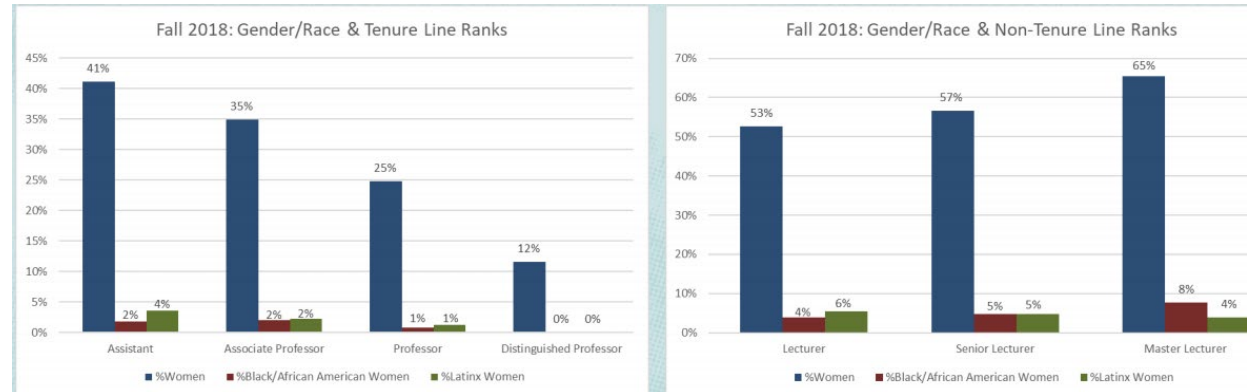
- Council identified three actionable items:

1. Develop a formal process/flow chart related to bias response for faculty/staff.
2. Develop a formal connection/working relationship between college DEI representatives, Welfare Council, and the Compensation Committee.
3. Develop strategies for addressing faculty experiences of microaggressions. This could include the following:
 - a. Broad training in crucial conversations
 - b. Training faculty to recognize/identify microaggressions
 - c. Consider third party independent group as the recipients of these reports.

b. Pay equity by race/ethnicity and sex

- Last month, Dr. Bonnie Moradi, Director of the Center for Gender, Sexualities, and Women's Studies Research, [presented](#) an intersectional approach to Faculty

Senate regarding how to think about and analyze diversity, equity, and justice at the institutional level. Gender, race, sexuality, class, and other sociodemographics were also discussed in terms of a structural analysis for faculty recruitment. The Faculty Senate Chair suggests requesting that Dr. Moradi update her below, presented graph of 'gender/race and tenure/non-tenure line ranks' with numbers more recent than Fall 2018 and share those with council:



c. Service disparities

- Faculty have relayed concern that minorities are often asked to be on multiple committees or service organizations, and this is not adequately recognized in either P&T or in other ways.

- The Compensation Committee Chair and the Office of the Chief Diversity Officer will be contacted to suggest a meeting with Chair Lynne to continue DEI conversations.

- The Office of Institutional Planning & Research can also serve as a resource on how to best gather such information.

- The Faculty Senate Chair will brief the UF President's Diversity Taskforce about Faculty Senate and council's efforts.

5. Collegiality in Faculty Performance Evaluation

- Council's last discussion of metrics of collegiality as part of faculty performance evaluation included consideration of drafting a resolution, but instead those considering doing work in this space can please review:

<https://www.aaup.org/report/collegiality-criterion-faculty-evaluation>.

6. Other Business

- Sarah Lynne and Joe Riley rotate off this council in 2021. Please consider submitting a nomination form located at: <http://senate.ufl.edu/>, which is due January 31, to nominate yourself or a colleague for committee/council service.

7. Adjournment

- The meeting was adjourned at 5:08 p.m.