

## Welfare Council Meeting Minutes

Monday, 11/23/2020

4:00 p.m.

Via Zoom:

<https://ufl.zoom.us/j/94921265208?pwd=c3dBWWhrSWV0eE1jOG4wa3RpMlpidz09>

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

### 1. Call to Order

- The meeting was called to order at 4:04 p.m. by Dr. Sarah Lynne, Welfare Council Chair.

### 2. Approval of October 19, 2020 Minutes

-The minutes were approved.

### 3. New Business

#### a. Team Science and P&T

- Council received an inquiry from the College of Medicine (COM) about how team science is dealt with in relation to promotion and tenure. If such elements are part of a faculty member's job description, a faculty member needs to demonstrate his/her contribution to the team and must also demonstrate critical and independent expertise.

Council is unaware if there are such concerns in other colleges.

- A brief background was provided regarding the 2017-2018 task force (consisting of COM, CTSI, and other members) review of how team science could be better codified at UF. UF guidelines now contain a statement related to collaborative science and scholarship.

-Criteria for distinction are listed at the college and unit levels in P&T.

Council discussed that for certain disciplines and departments (such as bio-statistics), which have faculty with more service-heavy roles, there is still a need to reflect a more dynamic overall role and contribution.

- Faculty must participate in activities other than only collaborative scholarship, and must show independent work, grants, publications, etc. to submit a successful P&T packet. Demonstrations of how a faculty member has tied together other successful inter-disciplinary projects and/or productive projects with other institutions are elements of a successful packet.

- Packets are judged based upon faculty assignments, rather than administrative roles.

- Faculty colleagues should be encouraged to attend or view the recordings of the Provost Office P&T workshops regarding how to successfully develop a P&T packet.

### 4. Old Business

**a. Diversity, equity, and inclusion**

- Chair Lynne asked Chief Diversity Officer (CDO) Antonio Farias for guidance on diversity initiatives and contacting speakers mentioned in the last council meeting. Because the [September 22<sup>nd</sup> Executive Order](#) has complicated training efforts, diversity workshops and training are best performed within specific units. CDO Farias also suggested utilizing the [diversity liaisons](#), who are part of the grass root efforts of faculty and staff networked to the Office of the Chief Diversity Officer. At the November Faculty Senate, the CDO shared the lists of past and present black student union demands. A similar initiative from black faculty and staff is moving forward, including attention to issues of pay equity by race, ethnicity, and sex and doing an internal analysis at UF. Council agrees that efforts need to be made for the university to better quantify, protect, and reward faculty in such spaces. An internal audit or analysis could be helpful and may be Compensation Committee agenda item. An audit would reflect if there is equity in title parity by colleges. Council members should submit questions as part of a short compilation of questions which could be asked in an audit.

**b. Faculty Performance evaluation**

- Council discussed academic freedom of speech and the need to be cautious with metrics which could show bias to under-represented minorities, i.e., if such metrics can be applied differentially.

- Council discussed portions of Collective Bargaining Agreement (CBA) and 6C1-7.010 related to faculty performance evaluation. UF regulations and CBA specify that faculty performance evaluations shall be based on assigned duties, i.e., teaching, research/scholarship/creative activity, and service. There was discussion of hypothetical circumstances under which faculty ability to work well with colleagues could be considered in performance reviews. There was also discussion of hypothetical scenarios in which a metric of collegiality could be applied unfairly across faculty. Dr. Lan agreed to follow-up on this topic.

**c. Peer teaching evaluation procedures and P&T;**

- A fact finding meeting to determine how peer evaluations are being done across the colleges who has well-founded models is being planned. Allen Wysocki, IFAS Associate Dean and Professor; Hans van Oostrom, Academic Policy Council Chair; Martha Mallicote, College of Vet Med Faculty Council Chair; and Jennifer K. Smith, Director of the Center for Teaching Excellence, were recommended to join this meeting. The College of Education Faculty Council Chair, Diana Beaulieu, and Professor of Special Education, James McLeskey, are gathering information within their college and will share that information as well.

- [Past Welfare Council minutes](#), which was also shared with the Academic Policy Council, contains information regarding best practices and increasing the standardization of evaluations.

- Council discussed the concept of peer committees and peer evaluation,

including elements from IFAS' peer evaluation process, and how to establish a rigorous assessment which allows a faculty member to be fairly and critically reviewed.

- Peer evaluations can add a more wholistic review to student evaluations of faculty.
- How faculty research and teaching mentorship teams aid faculty was discussed.
- Helping faculty understand how to best convey a wholistic story is an important part of successful P&T.

**d. Spring 2021 face to face classes**

- Faculty Senate has been continuing discussion in its committees and councils regarding the move to increased face to face classes in the spring.

**e. [Draft](#) / revised furlough policy**

- The policy was discussed at the November Faculty Senate and VP of Human Resources, Jodi Gentry, answered faculty inquiries.

**f. Council name changes (Welfare and Compensation)**

- The Compensation Committee agreed with moving forward with a committee name change to the Compensation & Equity Committee. The request to amend Article V, Section 4 (D) of the [University Constitution](#) will be forwarded to the Committee on Committees, and if they approve the proposal, then to the University Constitution and Regulations Committee, the Faculty Senate Steering Committee, and lastly the Faculty Senate. The name of Welfare Council remains unchanged.

**g. BOT and UFHR childcare initiatives**

- Council will seek an update following the December Board of Trustees meeting.

**h. Retirement equity for faculty**

- Human Resources (HR) has completed 52 presentations. All colleges except one has invited HR to present, and Shannon Edwards is following up with them.

**Adjournment**

- The meeting adjourned at 5:05 p.m.