

Welfare Council Meeting Minutes

Monday, 12/14/2020

4:00 p.m.

Via Zoom:

<https://ufl.zoom.us/j/96444184981?pwd=aW9UOXFYZmQxVE9DZHkVmRlZzc3UT09>

Present: Sarah Lynne, Joe Riley, Chris Hass, Sean Trainor, Zhong Su, Kalen Manasco, Mei-Fang Lan, Ray Issa, Lisa King, and Laurie Bialosky.

1. Call to Order

- The meeting was called to order at 4:01 p.m. by Welfare Council Chair Dr. Sarah Lynne.

2. Approval of November 23, 2020 Minutes

- The minutes were approved as amended.

3. Diversity, Equity, and Inclusion Action Items and Faculty Engagement

a. Pay equity by race/ethnicity and sex

- The Faculty Senate Chair has requested that council act on a more faculty-engaged approach to diversity, equity, and inclusion (DEI), without replicating or duplicating efforts, but ensuring that faculty voices are heard.

- Chair Lynne reached out to the Association of Black Faculty and Staff and they shared items which they have challenged the administration to move forward on.

- Of primary concern is pay equity and receiving an analysis of one. There may be a way to assess this in a data driven way, and council was asked to consider research questions.

- Overall pay equity may not give a clear picture of disparity within faculty lines. A primary goal is to compare pay equity in a more nuanced way.

b. Service disparities

- Chair Lynne asked council members to help identify a data driven way to evaluate service. Council should consider how to accurately capture all service performed, perhaps some of which are outside of the assignment of service across the population. Climate and experience are other topics of interest which could be reviewed separately.

- Dr. Bonnie Moradi, Director of the Center for Gender, Sexualities, and Women's Studies Research, will address Faculty Senate on Thursday. Her presentation will offer a framework on how to think about and analyze diversity, equity, and justice at the institutional level. Gender, race, sexuality, class, as well as other sociodemographics will also be discussed relative to faculty recruitment.

- Council discussed if a panel discussion with the Chief Diversity Officer (CDO), Antonio Farias, and Director of Institutional Research & Planning, Cathy Lebo, might help address climate and culture issues. Council discussed that Dr. Lebo or

Brent Goodman, Human Resources Compensation & Classifications Associate Director, would be good contacts to assist in sharing related data which they currently use for state and other required entity reporting.

- How raw data is parsed was discussed.

- A joint meeting with the Compensation Committee and the Welfare Council might be helpful, as both have added these issues to their agendas. The Equal Opportunities Commission (EOC) audit could also be reviewed and discussed.

- *Questions for pay equity analysis:*

(This is not a complete list so please email Chair Lynne any input from your unit.)

--The goal is to take an intersectional approach evaluating race and sex together.

--Dr. Bonnie Moradi will present at Faculty Senate in December 2020, on possible disparities in position/power at UF, looking at differences by race and sex in faculty positions (tenure vs. non-tenure track lines; representation across rank within track).

--We would like to replicate these analyses to determine if there are disparities in pay within these groups.

--For example, among tenure track assistant professors, is there evidence of pay disparities by race and sex when considered together?

--This same question would be applied to each specific track and rank.

--In addition, are there issues of disparities in pay that are college or department specific?

--For example, among tenured associate professors in CALS, is there evidence of pay disparities by race and sex when considered together?

4. Peer Teaching Evaluation Procedures

- A 'Peer Evaluation of Teaching' meeting was held last week to help identify if a guiding document or strong university model of peer evaluation exists at UF. The group met at the request of the Faculty Senate Chair, was led by Academic Policy Council (APC) Chair Hans van Oostrom, and discussed the documents below:

- <http://fora.aa.ufl.edu/docs//72///2020-2021//CALs Peer Teaching Assessment 7-15-15.pdf>
- <http://fora.aa.ufl.edu/docs//72///2020-2021//CALs Peer Teaching Assessment Summary 7-15-15.pdf>
- <http://fora.aa.ufl.edu/docs//72///2020-2021//College of Education Peer Teaching Eval Overview1.pdf>
- <http://fora.aa.ufl.edu/docs//72///2020-2021//College of Education Sources of Evidence for Peer Teaching Evaluations.pdf>
- <http://fora.aa.ufl.edu/docs//72///2020-2021//College of Education STL Peer Review Teaching policy 2.26.2019.pdf>
- <http://fora.aa.ufl.edu/docs//72///2020-2021//Peer Evaluation at Vet Med.pdf>

5. Elevated benefits update

-This was not discussed due to time constraints.

6. Faculty Performance Evaluation

- Council continued discussion regarding a metric of collegiality as part of faculty performance evaluation with a focus on current practices within the Counseling & Wellness Center. Clarification was provided on the scope of the Welfare Council as it relates to this issue compared to other grievance procedures at UF. It was discussed that Welfare Council could draft a resolution related to the use of collegiality in performance evaluations. <https://www.aaup.org/report/collegiality-criterion-faculty-evaluation> was referenced.

7. Spring 2021 Face to Face Classes

- This item continues to be discussed in Faculty Senate to help address faculty concerns.

8. BOT and UFHR Childcare Initiatives

- Updates are being made to Faculty Senate and the Steering Committee by the Faculty Senate Chair.

9. Draft / revised Furlough Policy

- This item will be voted on by the Board of Trustees this afternoon.

10. Other Business

- During the Budget Council report at the last Steering Committee meeting, an inquiry was made about the status of faculty retirement benefits, and if any changes have been implemented since Past Faculty Senate Chair David Quillen raised the issue of UF's non-competitiveness in this area in comparison to UF peer institutions. Budget Council would like to receive an update on and further review this topic and will share information with this council in the Spring.

11. Adjournment

- The meeting was adjourned at 5:11 p.m.