

Welfare Council Meeting Minutes
Monday, 10/19/2020
9:00 a.m.

Via Zoom: <https://ufl.zoom.us/j/91655648856?pwd=VUEyZEx1cEpJMEtmMUJzcXdqczZBZz09>

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

1. Call to Order

-The meeting was called to order at 9:00 a.m. by Dr. Sarah Lynne, Welfare Council Chair.

2. Approval of September 14, 2020 Minutes

-The minutes were approved.

3. New Business

- a. [Food Justice League](#)** - Dr. Sean Trainor, Lecturer, Warrington College of Business
- UF's current Aramark catering and food service contract is up for negotiation in the near future. This resolution calls for certain terms to be included in the contract during the negotiation. Council will consult with the Faculty Senate Chair to ascertain if this is an item of interest to Faculty Senate.

b. Faculty Senate Chair suggestion to rename the 'Welfare Council' the 'Welfare and Faculty Experience Council'

- The Board of Trustees (BOT) and UF administration frequently discuss the enhancement of 'the student experience'. The Faculty Senate Chair, who also asked the Compensation Committee to change their name to include 'equity' in the committee's title, is interested in generating increased focus on the faculty experience.

-The definition of the Faculty Welfare Council is @: [University Constitution](#) Article V, Section 3.

- Council discussed if a name-change draws attention away from faculty welfare and if there are political implications of terminology usage of 'welfare' or 'the faculty experience'.

c. Spring 2021 face to face classes

- Council discussed how face to face instruction may, practically speaking, also include HyFlex, due to students needing to be in quarantine, the common experience of students tending to (at least some of the time) still attend classes virtually, even when offered a face to face class options, etc. Faculty are concerned that this could result in excessive stress in conducting and preparing for classes and a dedication of limited student and faculty resources, only to end up with students largely attending class virtually. Given the increasing virus numbers, worries about the safety of faculty and students were expressed by council, particularly in small clinics and classrooms where safely distancing is

more challenging. It was clarified that all classrooms have reduced capacity based on CDC guidelines. A UF Facebook link discussing this was shared: <https://www.facebook.com/44496359631/posts/10157754634684632/?vh=e&xtid=0>.

- Council discussed that other State University System (SUS) school policies regarding teaching modules being used during COVID and this Spring seem to be inconsistent. At UF, the BOT, President, and Provost have communicated its policies moving forward, and is relying a great deal on individual departments, and their expertise within their areas, to determine the best pedagogy. For example, the Counseling and Wellness Center has been having hybrid and face to face interactions since July and many of the professional schools have been doing this as well since August.
- Council and Faculty Senate will continue to be involved in these discussions to help provide feedback and determine how to move forward safely and responsibly.
- Support for virtual instruction has been voiced by the faculty and some concern have been expressed about the learning outcomes of the HyFlex model.
- Council discussed ways to assist in providing the best resources to faculty, including utilizing and encouraging the use of [The Center for Teaching Excellence](#), and highlighting the work and efforts which have been successful during the pandemic.

4. Old Business

a. [Draft](#) / revised furlough policy

- The BOT approved the furlough regulation at its September 29 meeting.
- Furlough discussion is ongoing with the Collective Bargaining Agreement (CBA).
- The draft furlough policy is expected to be posted by Human Resources following this meeting.
- The HR administrative liaison, the Compensation Committee Chair, and the Welfare Council Chair are being forwarded all faculty feedback provided to the Faculty Senate Chair.
- Assistant VP of ADA and Title IX Compliance, Russ Froman, will be invited to address council to provide information on when and how ADA requests and accommodations can be made. He is working with a UF Health Advisory group.
- Fairness in teaching assignments and protection of adjunct faculty, who may have a heavy teaching load, were discussed. Teaching assignments are being done at the college or unit levels.

b. Diversity, equity and inclusion

- To improve the academic workplace, COACHE (The Collaborative on Academic Careers in Higher Education) offers a faculty job satisfaction survey and administrative data comparisons to peers. -COACHE can provide benchmarking with other institutions, and a survey addressing education, the academic and work environment, faculty feedback on chairs, and identification of focal issues.

- At some institutions, COACHE is started at the leadership level
<https://coache.gse.harvard.edu/faculty-job-satisfaction-survey>.
- The use of COACHE is being discussed on campus, although the timeline for possible adoption of this program is not yet known; it may occur in the spring. Assistant Provost and Director of Institutional Planning and Research, Cathy Lebo, and Chief Diversity Officer Antonio Farias are reviewing options.
- <https://www.ideaedu.org/services/feedback-system-for-administrators/> is used for the Deans.
- Council requests COACHE data results when received.
- Faculty assignments and the role of the CBA was discussed. The roles of Associate and Assistant Directors, and which resources could be used to increase faculty clarification, were discussed, including if different interpretations and understandings could be a source of inequity.
- Chair Lynne shared a list of diversity, equity, and inclusion speakers and workshops which council may be interested in:
 - Difficult Dialogues National Resource Center
<https://www.difficultdialogues.org/>. This is a group that works on trainings related to having effective dialogue in academia on difficult topics (such as racism and other isms).
 - Keeyanga-Yamahtta Taylor at Princeton
<http://scholarsforsocialjustice.com/keeanga-yamahtta-taylor/>
 - Charlene Carruthers - an author, organizer and Black queer feminist leader
<https://www.charlenecarruthers.com/unapologetic>
 - Melissa Harris-Perry at Wake Forest <https://politics.wfu.edu/faculty-and-staff/melissa-harris-perry/>
 - Carlton Green, PhD, Director of Diversity Training and Education at UMD
<http://carltonegreen.com/about/>
 - Candice Hargons from Kentucky. <https://education.uky.edu/profile/candice-crowell/>
- All are welcome to submit additional names to the above.
- The [September 22nd Executive Order](#) was referenced in council's diversity discussion.
- [Presidents Fuchs' June administrative memo](#) containing diversity initiatives following the death of Mr. George Floyd was also discussed.
- The university is moving forward to work on these topics in a more strategic and data driven way.
- Council briefly discussed the challenges of the September 22nd Executive Order, and how to best follow the content contained within in it, particularly in light of President Fuchs' above memo. The relevance and/or scope of the September 22nd Executive Order may change if there is a new presidency in January.

c. Retirement equity for faculty

- There will be a vendor change reflecting a rollover of TIAA to Fidelity.

d. UF Police Department funding

- Council discussed that additional information about which resources UF is investing in, at a period when resources will become more limited, would be helpful. This item remains on the Infrastructure Council agenda to obtain clarity regarding the use and allocation of the approximately \$26 million budget for UFPD and new public safety building. This item was discussed before the pandemic at the [Infrastructure Council during a February 10, 2020 presentation by UFPD Chief Linda Stump-Kurnick and Deputy Chief & UFPD Associate Director of Operations, D.J. Baxley.](#)

e. Baby Gator updates

- There is a level of unmet childcare need during the pandemic crisis and it is a major equity issue for women. This item will remain on council's upcoming agendas.

f. Faculty annual evaluations

- Council will add this to a future agenda to address student evaluations and across-colleges-units consistency as well as the value and use of peer evaluations.

5. Adjournment

- The meeting adjourned at 10:39 a.m.