

Welfare Council Meeting Minutes
Monday, 3/22/2021
4:00 p.m.

Via Zoom: <https://ufl.zoom.us/j/91056417801?pwd=cVlQXY3ZUZkWDJqZkZpLRjVqSDcydz09>

Present: Sarah Lynne, Hans van Oostrom, Mei-Fang Lan, Ray G. Thomas, Ray Issa, Sean Trainor, Shannon Edwards, Laurie Bialosky, Lisa King, and Joe Riley.

- 1. Call to Order** – Dr. Sarah Lynne, Welfare Council Chair
 - The meeting was called to order at 4:01 p.m.

- 2. Approval of February 22, 2021 Minutes**
 - The minutes were approved.

- 3. Diversity, equity, inclusion and accessibility**
 - [IDEA Action Document](#) Status Update
 - Each category of the document was reviewed. This will be presented to Faculty Senate on Thursday as an Information Item so they can provide an endorsement. The list is meant to grow and to also change as goals are met. This is referred to as a living document because it is not meant to be a static snapshot in time. Council recommends the document be updated once per year, with the call for action list meant to be carried out by all faculty and the campus community as appropriate depending on the item. Council would continue to review the list throughout the year with changes being made on an annual basis to reflect what the faculty experience and which areas need to grow, need further attention, or have been accomplished. Different shared governance bodies will tackle different components as the items relate to their missions.
 - Council noted that because the IDEA action document is a snapshot of the process, the resolution should focus on the process, and not on this specific version of the IDEA action document. Because the document will be updated annually, faculty colleagues may agree with the current content of the document, but may not feel comfortable endorsing it now, given that it will be updated in the future. It was agreed that the optimal approach to the resolution is to ask Faculty Senators to endorse the commitment of revisiting and re-evaluating this document annually.
 - Council drafted a [resolution](#) based on feedback from the faculty and the Faculty Senate Steering Committee. Chair Lynne will present it to Faculty Senate this Thursday as an Information Item and as an Action Item at the April 15 Faculty Senate meeting.

- 4. Review of and Proposed Update to [May 7, 2020 Parental Leave Resolution](#)**
 - The Faculty Senate Chair requested that council generate a resolution re-affirming the Senate-approved [May 7, 2020 Parental Leave Resolution](#).
 - Concern was expressed that the administration is not open to the Faculty Senate's advisory and legislative role at the university. This resolution was identified as a specific example of a matter advocated by the Faculty Senate which was not properly taken into consideration nor acted upon with due diligence.

- Professor Thomas provided some background on last year's parental leave resolution. While faculty discussed that 15 weeks was the preferred amount of parental leave, the resolution ultimately advocated 12 weeks, primarily to be in keeping with the minimal amount of federally granted parental leave. Following the passage of the eight-week parental leave policy and the addition of a medical benefit (paid medical leave) with the CBA, there was disappointment that VP Gentry did not return to Faculty Senate to discuss and clarify this decision which did not align with the Senate-approved May 7, 2020 Parental Leave Resolution. (This policy become effective January 2021.)
- Council agreed that re-iteration needs to be made that the Collective Bargaining Agreement (CBA) represents approximately 1/3 of UF faculty while Faculty Senate represents all faculty members though its representative, shared governance bodies.
- Past Faculty Senate Chair, Ray Thomas, who heralded the resolution through the Faculty Senate, advocated consideration of a vote of 'no confidence' in VP of Human Resources Jodi Gentry.
- It was noted that such an approach has precedence with State University System (SUS) peers. For example, the University of North Florida Faculty Senate passed a 'no confidence vote' against their Provost.
- The current level of active participation by administrative liaisons in Faculty Senate shared governance bodies, and ways to increase such participation, was discussed.
- Prior to the start of this fall semester, the Provost, at the request of the Faculty Senate Chair, emailed a reminder to all administrative liaisons to please send a representative in their stead if he/she was unable to attend a meeting. It was noted that the practice of an administrative liaison requesting a staff member's attendance at, and updates from, a meeting has not been an uncommon practice in Faculty Senate committee/council meetings.
- How to best regain a position of positive influence on behalf of the UF faculty through Faculty Senate was discussed. Council agreed that a re-affirmation of an existing resolution which Faculty Senate has already passed would not be helpful.
- Council agreed that it will not generate a new parental leave resolution; the contents of the May 7, 2020 resolution are still germane and was previously approved by the Faculty Senate.
- Council's HR administrative liaison representative, Shannon Edwards, will share council's concerns with VP of Human Resources, Jodi Gentry.

5. Review of and comments on [Evaluation of Teaching: Peer and Self-Assessment document developed by the Academic Policy Council \(APC\)](#)

- The APC was asked to review peer evaluation options, particularly of the UF colleges with successful guidelines and processes. The document was reviewed and [the draft was updated with Welfare Council's comments](#). APC Chair van Oostrom concurs with the suggested changes which he will share with his council and faculty.

6. Other Business / Open Floor

- A flyer of interest to council, related to the topic of microaggressions, was shared:

[Dr. Ranna Parekh: *Microaggressions and Overcoming Prejudice in the Workplace*, April 9, 2021.](#)

- Bob Parks, UF Training and Organizational Development Director, is the UFHR contact for training-related opportunities and inquiries related to this topic.

7. Adjournment

- The meeting was adjourned at 5:07 p.m.