

Welfare Council Meeting Minutes

Monday, 4/19/2021

4:00 p.m.

Via Zoom: <https://ufl.zoom.us/j/94402412792?pwd=cWpCbIFPckFJbjkxcGlxWkR2UVlBZz09>

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

1. **Call to Order** – Dr. Sarah Lynne, Welfare Council Chair
 - The meeting was called to order by Welfare Council Chair Lynne at 4:00 p.m.
2. **Approval of March 22, 2021 Minutes**
 - The minutes were approved.

UF Food Services Contract - Eddie Daniels, Assistant Vice President, Business Services

- UF's current Aramark catering and food service contract was scheduled to expire in June of 2021, providing an opportunity for contract negotiations. Mr. Eddie Daniels, Assistant Vice President, Business Services and Mr. Matt Mueller, Director of Food and Beverage Services, Business Services were invited to present an update to the Welfare Council regarding the status of these negotiations, specifically in regards to provisions in the contract related to food justice initiatives. Contract negotiations were extended an additional year, to June of 2022, in response to disruptions related to the Covid-19 pandemic.

- Mr. Mueller's position was created at the end of 2019, following a UF study which determined that additional attention to the food contract service program would be advantageous.

- The current UF food contract has been with Aramark since 1995.

- The Food Service Advisory Committee, which has an active Faculty Senate representative, and the Dining Services ITN Committee will identify the next food service provider for that contract period.

- The Dining Services ITN Committee is made up of faculty, staff, and students who conduct the ITN process. [An ITN asks the supplier to enter into negotiation for the supply (and by implication the definition of what is to be supplied) of goods and services.]

- It is expected that the ITN will be released around June 1 and that process is now in the preparation stage, in which the committee identifies goals, aspiration, and institutional priorities for the next food service program.

- The <https://actionnetwork.org/petitions/5-demands-for-a-top-5-university> link was screen shared and outlines the specific demands being made of UF by a food and justice group. Many students and student groups are actively participating in this food justice group and its organized protest(s) and boycott(s).

-- Some specific demands include asking UF to separate itself from any industry having anything to do with prison labor and for a \$15 minimum wage for all employees.

Aramark has a \$15 minimum wage, which matches the university's full-time employee

minimum wage (excluding Aramark part-time employees, many of whom are student employees). The federal minimum wage is currently \$7.25/hour and, as of Jan 2021, the Florida minimum wage is \$8.65/hour. Aramark currently pays \$10/hour which is above the federal, state and university minimum wage for part-time workers. UF moved to a \$15/hour minimum wage this October.

- Food purchasing options from local vendors were discussed. Many universities are doing this nationally and UF is comparing notes about this.

3. Election of 2021 – 2022 Welfare Council Chair

- Sarah D. Lynne (Associate Professor; Family, Youth and Community Sciences; IFAS/UF) was elected as chair of the Welfare Council for the 2021-2022 term, pending Spring 2021 re-election to this council.

4. Diversity, equity, inclusion and accessibility

[Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Resolution & Action Items: A Living Document](#) Status Update

- Chair Lynne provided feedback that the presentation of this document as an Information Item at April 15 Faculty Senate was positive.
- Given that evidence shows that awareness of one's implicit bias helps address and resolve their bias, is there a need for mandatory or required IBT (Implicit Bias Training)? Dr. Kate Ratliff, Assistant Professor in the Department of Psychology and a renowned scholar in the area of implicit social cognition, is working with the UF Digital Worlds Institute to assist in an employee roll out in the fall, although it is unknown if this is a required or optional training. Such an item may fit well in the representation category. Council can share its document language with Dr. Ratliff to ensure it is aligned with their planning and Associate Provost Hass meets with them later today. Council prefers concise language such as 'encourage faculty to engage in IBT or be supportive of IBT training' or some similar verbiage to that effect. If this is not in the right space for an action item, council will omit for now and perhaps include next semester, if appropriate. Minor verbiage changes were made to item #5:

4. Work with HR to identify and disperse best practices for recruitment and review of applicant pools to maximizes opportunities for inclusive excellence within faculty and administrator searches.
5. Enhance the visibility of college efforts to hire, retain, and promote diverse faculty through disaggregated reports by sex, race, ethnicity, sexual orientation, gender identity, and other minoritized identities on hiring, retention, and promotion decisions annually.
6. Develop innovative and flexible strategies for recruiting and retaining faculty, particularly around expectations for faculty work location. This could be particularly beneficial in recruiting and retaining exceptional UF faculty from minoritized populations as well as addressing challenges related to partner/spousal hiring. Consider the role that Deans can play in these decisions.
7. Enhance discussion of issues/resources related to IDEA during Faculty Orientation for new faculty. College mentor academies would be a model to use and pilot to ensure all new faculty are assigned a faculty mentor that is committed to helping them transition into their role at UF. Consider appropriate office for accountability and oversight of the faculty mentoring program.

Communication

8. Develop an infrastructure/process for communicating IDEA resources to faculty using varied strategies. Collaborate with College Diversity Liaisons in forming this infrastructure/process.
9. Develop an IDEA dashboard for UF that provides data on metrics related to the achievement of IDEA goals. Send semi-annual updates to the UF community regarding progress/achievements within the previous 6 months.

Professional Development

10. Continue UF investment in nationally recognized support systems for professional mentoring and development, such as the free membership provided by the university for faculty in the National Center for Faculty Development and Diversity (NCFDD). Increase awareness of such resources for faculty through varied communication strategies.
11. Deans and chairs could consider including "Faculty Success Program" training offered through NCFDD as part of offer letters as an incentive that signals UF's commitment to faculty

- Council discussed discrimination based on identity and that there is a lot of fluidity in the 'checkbox option' when selecting 'identities' and with FL being such a strong public records state, some feel there are concerns of privacy when collecting such data.

- [A draft annual email with suggested faculty distribution lists and the process for updating the IDEA document annually](#) was created.

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

- APC implemented this council's comments and has now created this document as a core example of a rubric to encourage consistency between colleges. Welfare Council reviewed the document and confirmed that they have no other additions or edits to the document.

6. Other Business / Open Floor

- There was no other business.

7. Adjournment

- The meeting adjourned at 5:01 p.m.