

2021 – 2022 Report for Welfare Council

Members and Liaisons

First Name	Last Name	Department	Member Position
Sarah	Lynne	FAM YOUTH / COMM SCI	Chair
Stephanie	Bogart	Anthropology	Senate Member
Ashley	Ghiaseddi	Neurological Surgery	Senate Member
Lisa	King	PHHP	Senate Member
Mei-Fang	Lan	Counseling and Wellness Center	Senate Member
Kalen	Manasco	Pharm Therapy	Senate Member
Zhong	Su	Radiation Oncology - JAX	Senate Member (through Nov 2021)
Walter	O'Dell	Radiation Oncology	Senate Member (Nov 2021 to May 2022)
Charlie	Lane	Human Resource Services	Administrative Liaison
Raymond	Issa	Rinker School of Building Construction	Contributing Chair - AFTPRS
Christoph	Hass	Office of Academic and Faculty Affairs	Administrative Liaison
Sean	Trainor	Management Communication Center	Contributing Chair - Comp. & Equity Comm.

The Welfare Council focuses on matters that support, encourage, define, and evaluate the quality of the faculty and retention of faculty members, including faculty rights and academic freedom; faculty support programs, such as fringe benefit packages; faculty diversity; and programs that improve the quality of <https://us06web.zoom.us/faculty> life.

In 2021 – 2022, the Welfare Council held two emergency meetings in addition to the regularly scheduled monthly meetings during which topics of academic freedom and covid-19 safety measures were discussed. Welfare council contributed to resolutions addressing Covid-19 safety measures, academic freedom, faculty titles, gratitude for Covid-19 first responders, and employer contributions to retirement benefits. Below is a summary of the primary discussions and accomplishments of the council.

Covid-19 Safety and Mitigation Measures

In response to a faculty request at the start of the academic year, the welfare council held an emergency meeting, worked closely with faculty, and consulted with our administrative liaisons to articulate faculty concerns related to covid-19 mitigation measures. This resulted in a resolution of no confidence related to fall 2021 covid-19 mitigation measures which was passed in the regular senate meeting on November 18, 2021.

Academic Freedom

Welfare council held an emergency meeting and developed a resolution addressing the need for shared governance in matters related to academic freedom and conflicts of interest. The resolution also called for an external audit to ensure the separation of UF from outside groups in academic matters and in governance. This resolution was passed in an emergency faculty senate meeting held November 17, 2021.

Faculty Titles

Welfare Council worked closely with the Compensation and Equity Committee regarding a faculty titles resolution which proposed replacing the “Lecturer” title series with the titles of “Assistant, Associate, or Full Instructional Professor”. This resolution was passed in the regular senate meeting on November 18, 2021.

Juneteenth State Holiday

The Welfare Council’s HR Liaison Brook Mercier introduced the topic of considering the newly recognized federal holiday Juneteenth as an official UF holiday. The Welfare Council provided feedback and unanimously supported a motion recommending that Juneteenth be added to the list of official UF holidays. Following our recommendation, a new version of the academic calendar was developed including the Juneteenth holiday and approved by the faculty senate.

Status of Compensation and Equity Committee

A proposal was brought to the Welfare Council to make the Compensation and Equity Committee a council of the Faculty Senate rather than a committee that reports to the Welfare Council. Pros included that the chair of the Compensation and Equity would be a voting member of the Faculty Senate Steering Committee. Cons included that membership on councils is restricted to current faculty senators which would drastically change the composition of the Compensation and Equity Committee. In addition, this would require a constitutional change and would have a notable impact on the current faculty senate reporting, membership, and governance structure. Based on discussion there was not support in moving this proposal forward.

Other business

Welfare Council discussed the need for faculty involvement in leadership searches given the number of leadership positions opening up at the institution. The Council also provided initial feedback on a multi-year contract resolution being developed by the Compensation and Equity Committee. Inquiries about the status of the COACHE survey were made with an interest in knowing when this might be administered to faculty at UF.

Election of Chair

Sarah D. Lynne (Associate Professor; Family, Youth and Community Sciences; IFAS/UF) was elected as chair of the Welfare Council for the 2022-2023 term.