

Welfare Council Meeting Minutes

02/25/22

1:00 p.m.

<https://ufl.zoom.us/j/95010825814?pwd=NGxNZmVtbTFSeTcySmtUYmVUeGlvZz09>

Meeting ID 950 1082 5814 Passcode 250131 Or Dial +1 646 558 8656

Present: Sarah Lynne, Kenya Williams, Sean Trainor, Ashley Ghiaseddin, Alexandra Bitton-Bailey, Kalen Manasco, Ray Issa, Chris Hass, Kenya Williams, Lisa Anthony, Nikki Lyons, Laurie Bialosky, Sylvain Doré, Stephanie Bogart, and Walter O'Dell.

- 1. Call to Order** – Sarah Lynne, Welfare Council Chair
 - The meeting was called to order at 11:03 a.m. by Welfare Council Chair Sarah Lynne.
- 2. Approval of January 21, 2022 Minutes**
 - The minutes were approved.
- 3. Report from Chair / Steering Committee Updates**
 - Searches are underway for a new UF President as well as a number of Deans, including PPHP, PHARM, ENG, and the International Center. Many critical positions at UF are opening which will impact faculty and student welfare.
 - The Ad Hoc Committee on the Hiring of Joseph Ladapo will provide an update at the next Faculty Senate meeting.
 - UFPD gave their annual report at the last Senate meeting. Annually inviting stakeholders who administrate and facilitate UF climate-related issues and data to Senate to present an annual report can be considered. An advisory resolution may be helpful and could be fine-tuned to identify relevant the units and/or stakeholders.
- 4. Update from Contributing Chairs**
 - Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
 - Dr. Trainor discussed the [Multi-Year Contracts Resolution](#) which was approved by the Compensation & Equity Committee and anticipates more campus-wide discussion of this resolution. Council confirmed it would like to move the resolution to the Senate floor as an Information Item and then continue gathering feedback prior to a full Senate vote.
 - Budget Council will review a [Proposed ORP Employer Contributions Resolution](#) at their meeting next month and they have been in discussion with the Compensation & Equity Committee about the best approach to increase faculty benefits. While the Budget Council's proposed resolution focusing on increasing employer contributions, a resolution focusing on how best to provide faculty recompense following/during the COVID-19 period was discussed.
 - Council discussed how to contextualize the resolution. Consideration was made to framing the resolution to relay the importance of remaining competitive with peer institutions and if that approach may be more effective than focusing on the COVID-a9

environment and repairing faculty-administrative relationships.

- It was discussed that the resolution's goals coincide with that of UF's Y2 Plans to maintain increases to faculty compensation and retain faculty.

Faculty Senate Ad hoc Committee on Academic Freedom Update – Ray Issa, AFTPRS Chair

- This committee's work and charge has been extended to Feb 15 and an addendum was posted yesterday. View the Ad Hoc Committee's [addendum](https://fora.aa.ufl.edu/docs//78///2021-2022//FacultySenateAdHocAcademicFreedomCommReportandErrataSheet.pdf) embedded in <https://fora.aa.ufl.edu/docs//78///2021-2022//FacultySenateAdHocAcademicFreedomCommReportandErrataSheet.pdf> which is posted at <http://senate.ufl.edu/>.

5. New Business

[Proposed Academic Freedom Resolution](#) / Welfare Council November 17, 2021 [UF Faculty Senate Academic Freedom Resolution](#)

- Council will share its feedback with (LAW) Faculty Senator Danaya Wright, who submitted this resolution.

- Council expressed support for the sentiment underlying this resolution.

- The UF faculty senate academic freedom resolution which was passed in November 2021 ([11-17-21 FinalAcademicFreedomResolution.pdf \(ufl.edu\)](#)) has the following statement "BE IT FURTHER RESOLVED that the University of Florida Faculty Senate calls upon the University of Florida Administration, in consultation with Faculty Senate, to invite an external and independent evaluation to ensure the separation of the University of Florida from outside groups in academic matters and in governance, particularly federal or state governments but also industry and other external interest groups with a report to be presented to the University of Florida Faculty Senate within the 2021-2022 academic year."

- Rather than having a statement in this new resolution calling for an "internal and external" review committee, a stronger focus could be made on the "drop the appeal" and the "don't insult the faculty" as the key be it resolved statements for this new resolution.

- There was concern raised about the statement calling for appeal/reviews processes that are college specific as these would not align with current collective bargaining policies for in-unit faculty.

- There were also some suggestions on edits to the whereas statements to reduce the likelihood that folks would perceive them as inaccurate. For instance, the first statement was identified as problematic. If there is a way to reword it; perhaps something like "The COI policy was amended in 2020"...or potentially remove this statement altogether.

- For the fourth whereas, it was suggested deleting the "as a result of negative publicity surrounding the lawsuit and the Faculty Senate committee's report".

- Adding a whereas statement indicating that the faculty senate passed a resolution in November 2021 calling for an external evaluation and link to the other Senate resolution was also suggested.

- **March meeting reminder: Election of 2021 – 2022 [Welfare Council Chair](#)**
 - Chair Lynne discussed the benefits of chairing council, including opportunities for professional development and contact with senior administrative and faculty leadership about important faculty issues. Please contact her if you would like more information.

6. Old Business

- **May 6, 2021: [Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Resolution & Action Items: A Living Document](#)**
 - Chair Lynne has reached out to campus diversity liaisons and is also in the process of conversing with specific faculty affiliated organizations of diversity. Faculty and staff are being included in the request to obtain feedback about the IDEA list and priorities.
 - Council is asked to please share the IDEA document with colleagues.
 - Conversations with College Faculty councils/assemblies would be helpful and to continue campus-wide input, it was agreed to contact Faculty Senate Chair David Bloom to request that Dr. Lynne share the IDEA document at the next UF College Faculty Council/Assembly Chairs meeting. It takes place Tuesday, March 15 at 3:00pm in 226 Tigert Hall, (President's Conference Room)
- **External Review Panel**
 - The list of potential contacts were reviewed and it was agreed that diverse perspectives from a variety of backgrounds and academic expertise and disciplines would be helpful.
 - Timothy Snyder - <https://history.yale.edu/people/timothy-snyder>
 - Lawrence Douglas - <https://www.amherst.edu/people/facstaff/lrdouglas>
 - Geoffrey Stone - <https://www.law.uchicago.edu/faculty/stone-g>
 - This item can also be brought to UF College Faculty Council/Assembly Chairs meeting for college input.
- **Other New Business/Open Floor**
 - A proposal was brought to council to make the Compensation & Equity Committee a council (rather than a committee), with its chair a voting member of the Faculty Senate Steering Committee. It was clarified that the proposal requires a constitutional change because committees report to councils, and the membership of the latter is restricted to Faculty Senators (as opposed to a committees' membership of faculty-at-large). Chair Lynne noted that Steering Committee meetings are open and further clarified that input is needed from the Faculty Senate Chair and the affected committees/councils due to the substantial impact it would have on the current Faculty Senate reporting, membership, and governance structure.
 - Items of faculty interest were briefly discussed including university tenure; that

there are currently five State University System (SUS) Presidents who are stepping down (and most of the searches are either underway or about to commence); that the Florida House of Representatives passed House Bill 1557, (which supporters call the “Parental Rights in Education” bill and opponents call the “Don’t Say Gay” bill) and it will come to a vote Monday in the Florida Senate; a rally against this bill takes place on campus at 4:30 on Wednesday; and that Faculty Senate Chair David Bloom will be providing an update at the upcoming Steering & Senate meetings on the Advisory Council of Faculty Senates (ACFS) meeting taking place in Tallahassee today and yesterday.

7. Adjournment

- The meeting adjourned at 2:38 p.m.