

## Welfare Council Meeting Minutes

1/21/22

1:00 – 2:30 p.m.

<https://ufl.zoom.us/j/93646976286?pwd=Vi9rTytZTHU0UVlIck9TL2MvRHU0dz09>

Meeting ID 936 4697 6286 Passcode 706818

**Present:** Sarah Lynne, Shannon Edwards, Lisa Anthony, Chris Hass, Brook Mercier, Lisa King, Stephanie Bogart, Laurie Bialsoky, and Sean Trainor.

1. **Call to Order** – Sarah Lynne, Welfare Council Chair
  - Welfare Council Chair Dr. Sarah Lynne called the meeting to order at 1:05 p.m.
2. **Approval of November 19, 2021 Minutes**
  - The minutes were approved.
3. **Report from Chair / Steering Committee Updates**
  - New Chief Diversity Officer Marsha McGriff will be introduced to Faculty Senate next month.
  - Provost Glover will provide an overview to Senate of the AI Initiative as the one-year anniversary of the HiPerGator-AI approaches.
  - Council discussed that the Advisory Council of Faculty Senates (ACFS) and others are discussing bills of concern to faculty which are currently being considered in the FL Legislature, including:
    - <https://www.flsenate.gov/Session/Bill/2022/57/BillText/Filed/PDF> and <https://www.flsenate.gov/Session/Bill/2022/148/BillText/Filed/HTML> and <https://www.flsenate.gov/Session/Bill/2022/148/?Tab=Analyses>
  - Senate Bill 148 currently has a companion bill on the house side (H 7). Both are entitled “Individual Freedom”. There are a number of items in this pending legislation that could have a serious impact on UF and its faculty if this were to pass in its current form.
4. **Update from Contributing Chairs**
  - **Faculty Senate Ad hoc Committee on Academic Freedom**
    - Ray Issa, AFTPRS & Faculty Senate Ad hoc Committee on Academic Freedom Chair, had a schedule conflict today so an update was provided by Chair Lynne (who also serves on this committee). The Ad Hoc Committee’s charge was extended to February. Faculty Senate Chair David Bloom sent another communication to faculty so that any additional data can be obtained. The committee’s work is confidential and anonymous. It was clarified that some faculty reported not that data was destroyed, but that there was discussion of pressure to destroy data.
  - **Compensation & Equity Committee** – Sean Trainor, Compensation & Equity Committee Chair

- The committee discussed paths to the implementation of the faculty titles resolution which was passed by Faculty Senate. It called for faculty to use the title provisionally while awaiting for official adoption. Prior to full implementation, the regulations would need to be updated, the Collective Bargaining Agreement (CBA) would need to bargain it, and the BOT would need to approve it.

- The committee will meet later today and review the committee's proposed multi-year faculty contract resolution. IT aims to roll out the resolution to bring to the Faculty Senate as an Information Item this Spring to introduce the proposal to the faculty. Faculty will be asked to digest and share the information so that the resolution can be re-visited for a vote in late 2022 or early 2023. This is a similar path which was taken by the faculty titles resolution and the additional time and discussion was thought to be very helpful to the process.

- In response to an inquiry, the sunseting of the Lecturer title was not considered by Faculty Senate. When the Professor of Practice job title was implemented into regulations, the corresponding old titles were sunsetted. So this process may be followed in implementing the new Instructional Professor series (i.e. sunseting the Lecturer title series). There is a need to define titles to clearly differentiate duties, for both new hires and current faculty.

- Council discussed the cadre of faculty titles currently in the advising space and the benefits between TEAMS and faculty employees and the jobs they are performing. The Lecturer series as shown in the regulations was discussed in reference to the "Associate In" and "Assistant In" series and the Lecturer series, including this information: Lecturer (Faculty titles). Candidates may be awarded these tenure ineligible faculty positions in the following academic ranks: Lecturer, Senior Lecturer, and Master Lecturer.

Candidates shall have received the academic degree appropriate to the assignment of duties, or equivalent experiences or accomplishments in the field may be substituted. Appointment as Senior Lecturer shall constitute a promotion from Lecturer and shall be based on additional experiences and/or accomplishments in the field and in assigned duties. Appointment as Master Lecturer shall constitute a promotion from Senior Lecturer and shall be based on additional experiences and/or accomplishments in the field and in assigned duties.

## 5. New Business

- **ORP Contributions to Retirement Insurance Premiums** Faculty Inquiry – Shannon Edwards, Director of UF Benefits

- Shannon Edwards, Director of UF Benefits addressed a faculty inquiry pertaining to the following:

*Q:* Faculty who are in the Florida retirement system receive a small payment from the state to help them with health insurance premiums in retirement.

There is a formula based on years of service. Employees who join UF as their first job or come from other prior institutions with optional retirement plans

sometimes choose not to join the FRS but stay with TIAA or other ORP's, which can create an inequity. FRS members get this small but significant benefit at retirement, but ORP enrollees do not. Addressing this item would likely not be a substantial financial impact to the institution, but it would be for retired faculty who are not highly paid. Is there an inequity in these plans?

A: Employees who participate in the FRS Pension or Investment plan are given a health insurance subsidy, \$5/year of service, which can go towards paying for their retiree health coverage. The minimum amount is \$30/month to a maximum of \$150/month.

- When the SUSORP was developed, the State took into account that there would be no health insurance subsidy benefit provided and that is why that plan provides a higher employer contribution. The FRS Investment plan provides a 3.3% employer contribution and the SUSORP provides a 5.14% employer contribution. Of this 5.14% contribution, the State determined that 1.66% of it would equate to the health insurance subsidy that is being offered under the FRS plans. The rationale is that employees are getting a higher amount in the SUSORP than the FRS Investment Plan that they can draw upon at retirement to pay for their health insurance needs.

- When the plans were established, the state determined this is an 'apple to apple' comparison and has noted that this was taken into account when the ORP was rolled out years ago and it is in their documentation.

- Director Edwards is committed to continuing to assist employees in translating their health insurance subsidies in their retirement plans and to providing retirement education to facilitate a better understanding of [employee plans and options](#).

○ [Addition of Juneteenth as a State Holiday](#) – Brook Mercier, Assistant Vice President UFHR

- Council administrative liaison Brook Mercier shared slides providing an overview of the now-recognized federal holiday following President Biden's signing it into law. UF HR is interested in exploring this concept with this group and wishes to obtain feedback.

- Items reviewed and discussed included: current UF and federal holiday observances; updates on other State University System (SUS) plans for Juneteenth; and four proposed UF Juneteenth options.

- Faculty Senate approves the academic calendar so council discussed teaching impacts and if a new holiday would significantly impact Summer A.

- It was suggested that council view the next five years of calendars and charge Associate Provost Angela Lindner with determining what the impacts would be on the academic calendar.

- Council discussed the importance of recognizing the significance of marking this day, especially for those whom are deeply affected by and invested in this.

- Council supports this contribution to diversity and equity.

- A motion to make Juneteenth an official university holiday carried unanimously.

- Council Liaison Associate Provost of Academic and Faculty Affairs Chris Hass will relay this to Associate Provost of Undergraduate Affairs Angela Lindner, who, in conjunction with University Registrar, establishes the proposed academic calendars.

## 6. Old Business

- **May 6, 2021: [Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Resolution & Action Items: A Living Document](#)**
  - Council reviewed the document and notated contacts and steps needed to contribute to the execution of the IDEA living document.
  
- **Reminder of Nominations / Virtual Committee Open House on 1/28/22 @ 11:30**
  - View Zoom details @ <http://senate.ufl.edu/master-calendar/>
  
- **Other New Business/Open Floor**
  - <https://fora.aa.ufl.edu/FacultySenate/Committees/Honorary-Degrees-and-Distinguished-Awards-Committee>
  - Please reach out to colleges to proactively seek diverse candidates. Use of the diversity liaisons would be helpful. Chair Bloom has asked Honorary Degrees Chair Rick Yost to speak at next month's College Council/Assembly Chairs / Faculty Senate Chair meeting to move such efforts forward.
  
- **Other:**
  - If interest remains in pursuing an external review panel, suggestions include:  
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>
  - Chair Lynne requested a council backup/point person. Senator Stephanie Bogart and Compensation & Equity Committee Chair Sean Trainor will assist as needed.

## 7. Adjournment

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