

## Welfare Council Meeting Minutes

03/25/22 1:00 p.m.

<https://ufl.zoom.us/j/94551499389?pwd=QkpVNTkzK3F1TDIEdlA5aE1BNzF6Zz09>

Meeting ID 945 5149 9389

Passcode 870355

Or Dial +1 646 558 8656

**Notes Drafted by:** Stephanie Bogart

**Present:** Sarah Lynne, Stephanie Bogart, Sean Trainor, Brook Mercier, Kenya Williams, Lisa King, Lisa Anthony, Sylvain Doré, Amanda Phalin, Raymond Issa, Danaya Wright, Mariam Louis, and Laurie Bialosky.

### 1. Call to Order – Sarah Lynne, Welfare Council Chair

- The meeting was called to order at 1:02pm by Welfare Council Chair Sarah Lynne.

### 2. Approval of February 25, 2022 Minutes - The minutes were approved.

### 3. Report from Chair / Steering Committee Updates

- Attended meeting with council chairs with two items: (1) IDEA Resolution and (2) Request recommendation for external reviewers (re: [UF Faculty Senate Academic Freedom Resolution](#) passed November 17, 2021).
  - Dr. Lynne Drafted emails for each item to the College Faculty Council/Assembly Chairs for dispersal.
  - Council Chairs
    - Suggestion: share the IDEA resolution
    - Question posed: Was the external review going to do anything? Sarah responded that the resolution was passed. We are engaging in the interest of the resolution so as to not drop ball.

### 4. Update from Contributing Chairs

- **Faculty Senate Ad hoc Committee on Academic Freedom Update** – Ray Issa, AFTPRS Chair
  - Fact finding has been conducted in the academic freedom report. There is a need to change the constitutional / Faculty Senate Bylaws and the committee has agreed on the wording change.
- **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair --\*Also Note: [Budget Council 3.11.22 ORP Resolution](#) (Being presented to Steering Committee on 4.7.22.)
  - The committee's resolution pertaining to recompense for employees due to COVID-19, which was presented at the last council meeting was also presented to various committees and councils for input, but differing opinions have prompted the committee to consider doing a faculty survey over the next academic year.
  - The Multi-year contract resolution is ready to go to the Senate floor and needs approval by the Steering Committee.
  - Current projects:

- Assessment of Family Leave: what is the utilization rate at the current 8 weeks of leave and is it feasible to increase?
  - Currently at 8 weeks, but the goal was to get to 12; how quickly can this occur? Brook Mercier (HR administrative liaison) confirmed interest by HR.
- Examining a Phased retirement program for ORP employees
- Discussion about changing the committee to council: a clear idea of advantages and disadvantages needs to be articulated in any proposals.
  - A goal appears to be to ensure that committees are highlighted in Council Chair reports at the Senate Steering Committee so committee chair information is provided during updates.
  - Committee chairs are welcome to attend Steering Committee meetings.

## 5. New Business

- **Election of 2021 – 2022 [Welfare Council Chair](#) :**
  - Sarah Lynne was unanimously elected as Chair for the next academic year.
- **[Final Multi-Year Contracts Resolution](#)**
  - This item will move forward to the Steering Committee; council has approved it.
- **[Updated Resolution by Senator Danaya Wright \(LAW\)](#)**
  - Dr. Wright presented a proposed resolution at the last Steering Committee meeting where it was referred to the Welfare Council for further review and edits.
  - Steering comments: dropping the appeal may be problematic.
  - Council discussion about Steering Committee comments about the appeal:
    - Dr. Wright shared information about the preliminary injunction and potential rationale for having it removed. Professor Wright advocates that UF not appeal the injunction of the COI lawsuit. Amending the Conflict of Interest (COI) policy to be in keeping with shared governance practices and in consultation with faculty was discussed.
  - Council discussed the Whereas statements about the disparaging comments made by lawyers, which was also brought up in the last Steering Committee meeting.
    - Council expressed that the general view that the statement could stay as is, as it was not inaccurate, but to strengthen the resolution possible suggestions were discussed:
      - To facilitate getting the resolution to the Senate floor, consider changing the whereas statement pertaining to the language used by UF lawyers and what/whom it is reflective of.
      - Reword the resolution statement to something similar to the following: UF should recognize that lawyers that speak for UF are representing the perspective of UF and thus UF should encourage them to refrain from disparaging language.

- Council agreed that the ultimate decision regarding how to amend the resolution language ultimately lies with Faculty Senator Wright.
- Council discussed that some language in the first two points needs to be double checked for accuracy with the Collective Bargaining Agreement (CBA) and units in the UF United Faculty of Florida. Dr. Trainor volunteered to assist with edits.
- Summary – Dr. Wright will ultimately decide edits and that next version can go to the Steering Committee.
- Because council did not see the final version of the resolution, discussion was held to offer support for it in the next stages.
  - “The Welfare Council endorses the substance of this resolution and supports the advancement of this resolution, pending minor modifications, to the Steering Committee.” – Motion passed unanimously.

## 6. Old (and Continuing) Business

- **Faculty Involvement in Leadership Searches**
  - Faculty need to know the processes and any outlines of current standards.
  - Once we learn more, council could reassess. Dr. Lynn will follow-up.
- **Council will re-visit these topics when College Council/Assembly Chairs respond (See Chair’s report above):**
  - May 6, 2021: [Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Resolution & Action Items: A Living Document](#)
  - External Review Panel Update

## 7. Other New Business/Open Floor

- COACHE – Faculty Retention and Exit Survey
  - HR will maintain contact with Faculty Senate to share any modifications or updates.

## Adjournment

- The meeting adjourned at 2:43 p.m.