

Welfare Council Meeting Minutes

11/19/2021

1:00 p.m.

239 Tigert (Provost's Conference Room)

If unable to attend in person, Zoom link

= <https://ufl.zoom.us/j/92529788420?pwd=NIZDR1F0ME5BNTIFQXRhV1BnRGJyQT09>

Present: Sarah Lynne, Chris Hass, Walter O'Dell, Sean Trainor, Shannon Edwards, Amanda Phalin, Laurie Bialosky, Lisa King, Lisa Anthony, Kalen Manasco, Stephanie Bogart, and Ray Issa.

1. **Call to Order** – Sarah Lynne, Welfare Council Chair
 - The meeting was called to order at 1:04 p.m. by Welfare Council Chair Sarah Lynne.
2. **Approval of October 22, 2021 Minutes and November 5, 2021 Emergency Meeting Minutes**
 - Both minutes were approved.
3. **Report from Chair / Steering Committee Updates**
 - **Academic Freedom Resolutions**
 - [Welfare Council Academic Freedom Resolution](#) - Presented at November 17, 2021 Emergency Faculty Senate Meeting. [Resolution passed.](#)
 - [Advisory Council of Faculty Senates \(ACFS\) Academic Freedom](#) - Presented at November 17, 2021 Emergency Faculty Senate Meeting. [Resolution passed.](#)
 - [AAPF Academic Freedom Documents](#) were shared with council.
 - A Presidential task force was convened earlier this month by President Fuchs. It will review UF's practice regarding requests for approval of outside activities involving potential conflicts of interest and conflicts of commitment and will make recommendations.
 - Separately, the Faculty Senate Chair has convened a Faculty Senate Ad Hoc Committee on Academic Freedom.
 - The Steering Committee and council discussed and favors inviting external reviews and outside academic freedom and conflict of interest experts but more information is being gathered now.
 - Establishing a timeline may be helpful.
 - One challenge is determining if there is an appropriate investigative entity to assess UF's issues. Bias and the appearance of bias by external entities was discussed.
 - Identifying a panel of experts from other peer institutions for best practices may be the best way forward. Council can assist in helping to identify such a panel and could also help evaluate the findings of the Faculty Senate Ad Hoc Committee.
 - Ensuring faculty representation throughout this process is essential.
 - The Ad Hoc Committee will engage in fact-finding. Evaluating the significance and accuracy of the findings will be a separate and next step forward.

- Council prefers a panel and not just an individual to increase scope and may not just be professors; cross-college representation and expertise in law and other domains.
- Beneficial to review the umbrella issue of political influence?
- SACS COC will review UF's response to their inquiry and will then decide whether or not to investigate.

- **COVID-19 Resolutions**

- [UF Faculty Senate August 26, 2021 Resolution: Calling for Requirement of Safety Measures to Protect our Campus from COVID-19](#)

- [COVID No Confidence Resolution](#) – November 18, 2021 Faculty Senate Action Item

- Resolutions approved this week included two pertaining to academic freedom and one regarding COVID.

- Welfare Council and Faculty Senate has passed a record number of resolutions this academic year. For example, four resolutions were passed in 2007 and five have passed this academic year (between August 2021 – November 2021):

- <https://fora.aa.ufl.edu/FacultySenate/Pages/Faculty-Senate/SenateResolutions>.

4. Update from Contributing Chairs

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

- Ad Hoc Committee Chair Issa provided an overview of the committee's charge. It has been given a three-week assignment to collect facts from faculty relevant to expert witnessing, conflicts of interest, and academic freedom. Its members are charged with information gathering and communicating with faculty with the help of college faculty councils and other shared governance bodies, culminating a report back to Faculty Senate. This ad hoc committee is a fact-finding one which will collect data, document complaints, and then suggest action by the Faculty Senate. Please contact Dr. Issa to share information or with inquiries.

- **Compensation & Equity Committee** – Sean Trainor, Compensation & Equity Committee Chair

- [Faculty Titles Resolution](#) – November 18, 2021 Faculty Senate Action Item. [Resolution passed.](#)

- Next steps were discussed. Council suggests the Faculty Senate Chair follow-up on this item with the Provost and the VP of HR to encourage the deans to share the resolution. It was clarified that passing the resolution is not the final step as ultimately the administration must agree to implement the resolution.

- Faculty Contracts Resolution

- The committee is still working to clarify exact numbers and in the interim, it wishes to make council aware of this resolution and incorporate any changes suggested by Welfare Council. A CLAS faculty assembly titles survey was distributed last fall and spring and the multi-year contract has been deemed a

high priority; this is addressed in the opening of the resolution, which cites the low number of non-renewals every year. The suggested contract is already in use at FL Gulf Coast so it is familiar to the SUS. The resolution aims to increase job security for non-tenure track faculty. The resolution's final line addresses the years of service specifications as well as faculty progress to promotion.

- It is critical to obtain feedback from the HSC colleges to ensure the possibility of uniform implementation and to address any variances in the resolution.
- An evolving multiyear contract may be amenable to the HSC colleges.
- This proposal may not work as well for patient care-centered faculty.

5. Old Business

- **May 6, 2021: [Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Resolution & Action Items: A Living Document](#)**
 - Invitations for spring semester are expected to be extended and council would like to approach this process by assigning accountability to each item to help simplify and streamline this process of reviewing and update this IDEA document. Council can then assess if it will recommend that any follow-up presentations be brought forward to Faculty Senate.
 - Council discussed the critical need to partner with the designated administrative contact to work toward feasible end goals and avoid merely providing critiques. Coordination will take place with the new CDO and the diversity liaisons contingency. Council discussed exploring if a Welfare Council representative could attend the diversity liaisons meeting and vice-versa.
- ***Review [Welfare Council](#) Responsibilities as listed in the [University Constitution](#):**

This council's area encompasses 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 faculty life.

 - A motion to strike the **such as fringe benefit packages* from the constitution carried unanimously. This item will be brought to the Committee on Committees and the University Constitution & Regulations Committee for feedback and approval.

6. New Business

- Spring Meeting Planning – Council concurred that Fridays at 1:00 will work well for Spring semester. The Faculty Senate Secretary will re-confirm this with members not present today and will email the confirmed meeting times and location to council.
- **Other New Business/Open Floor**
 - There was no other new business.

7. Adjournment

- The meeting adjourned at 2:36 pm.