

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 the response to their inquiry and will either investigate or not.
- don't want to be narrowly focused on the CEI?? Stuff. Chair Lynne will provide feedback to Steering. Go to colleges and see who would have needed expertise in various areas. Members please do homework to **a. Academic Freedom Resolutions**
 - **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: 2 academic freedom and the COVID
- Welfare Council and Faculty Senate has passed a record number of resolutions this academic year. - 4 passed in 2007 and we have five passed this calendar year: IDEA, Ac freedom, COVID + 2 ACFS academic freedom & ACFS COVID policy.

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 going to faculty councils and receive info; intellectual property issues, studies between rules in AAU and others. By fri after thinking – Dec. 3 will present a report. Congress & on campus . Ours is fact finding and Collecting data and documenting complaints. And then suggest action by senate. Tell ray if reporting anything; via phone, UF email. Is there any validity assessment? To fully substantiate; we collect people's info and we report back ten COM, etc. so we are collecting and compiling.
- **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 – attached Still working on exact numbers. In interim, the committee wishes to make council aware of this resolution and incorporate any changes suggested by Welfare Council. Calling for transition of

CLAS faculty assembly titles survey that went out last fall and spring and those additional questions pointed to the multiyear contract being high priority; this addressed in opening of the resolution and cites the low number of non-tenure faculty every year. Already in use at FL Gulf Coast so familiar to us. Increasing job security for non-tenure track faculty. The final line addresses years of service specifications of the resolution as well as the progress to promotion.

- way of driving packages . critical to get feedback from the HSC colleges to ensure the possibility of uniform implementation and address any variances in the resolution.
- would like to be clear that to improve understanding and buy-in so long term,
- A evolving multiyear contract may be amenable to the HSC colleges.
- Patient care-centered faculty may not work as well.
- Discussed a benefit of having a continued series of one year contracts, renewable each year. The perception point of view: benefits morale, provides protection, and there is no additional cost, so this resolution would be great. possibility of annual non-renewable though may be that not security compared to a 3-year ...would be more desirable for faculty recruiting (because guarantees you will be employed for a couple years) .
- Getting the word out for systemic change for Fac Senate. When information items are introduced. We will report annually to senate (see last sentence first paragraph of resolution). - Coordinate with the new CDO and the diversity liaison. We could have a rep that goes to the div liaison meeting and they have one to come to ours.

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 discussed the critical need to partner with the designated administrative contact to work toward feasible end goals and avoid merely providing critiques. Council can then assess if it will recommend that any follow-up presentations be brought forward to Faculty Senate.
- *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.