

## Welfare Council Meeting Minutes

9/17/2021

1:00 p.m.

239 Tigert (Provost's Conference Room) &

<https://ufl.zoom.us/j/98119636905?pwd=a2Mydzc2SDkwVFduLzE1aVV5RWFF6Zz09>

**Present:** Mark Hostetler, Sarah Lynne, Lisa Anthony, Shannon Edwards, Amanda Phalin, Lisa King, Ray Issa, Stan Kaye, Laurie Bialosky, Chris Hass, David Bloom, Sean Trainor, and Stephanie Bogart.

- 1. Call to Order** – Sarah Lynne, Welfare Council Chair
  - The meeting was called to order at 1:00 p.m.
- 2. Approval of April 19, 2021 & August 30, 2021 Minutes**
  - Both minutes were approved.
- 3. Council Member and Administrative Liaison Introductions**
  - Members, guests, and liaisons of the Welfare Council were introduced.
- 4. Co-chair discussion**
  - Please consider serving as a co-chair to serve as a back up to the chair in her absence and to provide additional support. Please let Chair Lynne know if you are interested in serving in this capacity and and/or to also assist with meeting minutes.
- 5. Spring meeting schedule**
  - This item will be re-visited when members have received their Spring schedules.
- 6. Report from Chair / Steering Committee Updates**
  - The climb to the top five rankings in US News & World Report was discussed in Steering as well as the COVID-19 resolutions below.
- 7. Update from Compensation & Equity Committee** – Sean Trainor, Compensation & Equity Committee Chair
  - The first meeting takes place September 30. The committee will revisit the faculty title survey which was a Senate Information Item last fall. A survey has been issued to all faculty members and information will be shared with Steering and Senate in October. There is broad support for title changes across faculty of all ranks and contract types.
  - Which title is most favored was discussed. There is a clear favorite of 'Instructional Professor', which will assist the committee in moving a resolution forward with greater confidence. Next month, Chair Trainor will relay the committee's September meeting feedback to council.
  - Two colleges – The Herbert Wertheim College of Engineering and Health and Human Performance (HHP) have implemented the committee's proposed changes via use of 'Instructional Professor' in its working titles.
- 8. Update from Academic Freedom, Tenure, Professional Relations And Standards (AFTPRS)** – Ray Issa, AFTPRS Chair
  - Chairs Bloom, Issa, and Lynne were invited to a meeting with college deans to discuss faculty academic freedom.

- It was discussed that while there is much mandatory diversity training for faculty, there is a need to be more proactive in this area with new faculty and in faculty hiring.

#### 9. Agenda for the 2021-2022 academic year

- Council discussed the council's priorities for the academic year.

- **May 6, 2021: [Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Resolution & Action Items: A Living Document](#)**

- Faculty across campus contributed to the crafting of this document, which was reviewed in today's meeting. What steps to take and who to follow up with was discussed, including items 19-23, which relate to faculty recognition and awards.

- Item 1: Council will work on putting a process together to address this.

- During the assembly of this document, many faculty suggestions were made for items which are already in place at UF, so a priority can be to strengthen communication of available UF programs.

- Adding items of accountability to accomplish the document's goals would be beneficial. Operational and actionable items could be more easily identified.

- A wholistic section at the document's conclusion would be helpful. This would help create a narrative of something concrete.

- Identify an administrative liaison for each item so Faculty Senate can help facilitate each action item. Council members can then be specifically assigned sections of interest. Audrey Gainey, Director of Talent Acquisition and Cathy Lebo, Director of Institutional Planning and Research, are two ideal contacts and the latter just presented available dashboards to the diversity liaisons.

- Academic freedom will be a priority topic this academic year.

- Please forward any topic suggestions to Chair Lynne.

- Additionally, the [Collaborative on Academic Careers in Higher Education \(COACHE\)](#) Survey will be administered this Spring, when baseline results should also be available.

#### 10. COVID Resolution Follow-up:

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

- [Submitted COVID Resolution Reviewed at the August 27, 2021 Emergency Steering Committee meeting & at the August 30, 2021 Emergency Welfare Council meeting](#)

- [Welfare Council Proposed Resolution for Faculty Senate Steering Committee Review on September 2, 2021](#)

- Council is charged today with revising the resolution to present to at the next Steering Committee meeting. Chair Lynne outlined the objective of today's meeting, which is to focus on resolving any factual inaccuracies, to listen to all faculty voices to ensure council is properly hearing and weighing all sides of this issue, and to identify how this resolution is different from the first resolution which was carried by Faculty Senate at its first meeting of the academic year.

- Chair Lynne provided an overview of the resolution path and discussion, which can be viewed on the:

- i. Steering Committee minutes page: <https://fora.aa.ufl.edu/FacultySenate/Pages/Senate-Steering-Committee/AgendaMinutes2021-2022> See [8/19 Minutes](#); [Emergency 8/27 Meeting Minutes](#); [9/2 Minutes](#).  
and the
  - ii. [Welfare Council minutes page: https://fora.aa.ufl.edu/FacultySenate/Pages/Welfare-Council/AgendasMinutes2021-2022](https://fora.aa.ufl.edu/FacultySenate/Pages/Welfare-Council/AgendasMinutes2021-2022).
- Revisions were made to the resolution submitted by Professor Mark Hostetler and reviewed by the Steering Committee and the Welfare Council and a [resolution 'track and change' document](#) was generated by council after the following points were discussed:
  - The Provost circulated Welfare Council's last draft resolution to some of the colleges, including the College of Education because PK Yonge was specifically mentioned in the draft resolution. Much feedback has also been received as the draft has also been shared with other administrators and staff in UF's Office of Government and Community Relations, General Counsel's Office, etc.
  - Other broad issues of concern are that the Faculty Senate already passed a [Faculty Senate resolution](#) on August 26 and there is worry that having duplicate resolutions is counterproductive and weakens the faculty and Faculty Senate voice. A recent example was provided of the Faculty Senate declining to take this path (of duplicating resolutions) when the May 7, 2020 [Parental Leave Resolution](#) was passed recommending twelve weeks of parental leave. When UF policy implementation did not include twelve weeks, and discussion to attempt another, duplicate resolution was discussed and rejected.
  - The item needs to be actionable.
  - Consideration needs to be made regarding the reality of what would be accomplished by the faculty making an official statement versus any harm received via a no confidence vote by an official UF body (the Faculty Senate) against state officials.
  - Does the resolution clarify the primary resolution objective of allowing the UF administration to have the freedom to make choices for the university?
- A no confidence vote has cultural and historical weight and that wording alone makes it different from the August resolution. Such wording can assist with accessing media coverage and can help exposes how ill-suited the COVID policy at UF is.
- Professor Hostetler expressed frustration that he carefully reviewed and adhered to the processes offered in the Bylaws of the Faculty Senate to no avail, including a petition of 25 Senator's signatures to hold a special meeting. He relayed his position that the Faculty Senate resolution passed in August does not represent UF because it was an Advisory Council of Faculty Senates (ACFS) resolution. Such a resolution should originate from UF to better speak to its specific needs and voice. The resolution passed is different from the current resolution because the first addressed all State University System (SUS) universities versus UF. It matters that a resolution is targeted to a different audience.
- Chair Bloom addressed the frustration of how long it takes to properly move forward and consider/pass a resolution. It is imperative that the 150 diverse Faculty Senators complete their responsibility to go back and poll their faculty. The Sunshine Law, to which the Faculty Senate must adhere, also enables the time needed for consideration as well as to follow the law. Chair Bloom stated that he recognizes that there is an

emergency 'meeting to nowhere' when acting on a petition from 25 Senators because it is still clear that the Steering Committee sets the meeting agendas. There is a need for [the University Constitution & Regulations Committee to increase clarity on this matter](#) and he has asked it to do so. There is a need to follow the [Bylaws of the Faculty Senate](#) and the [University of Florida Constitution](#). Per the shared governance structure, the Steering Committee is the executive and 'faculty administrative' branch of the Faculty Senate. In UF's typical shared governance process, the movement of a resolution does happen immediately to allow for faculty consultation and vetting. Use of an emergency meeting mode severely limits the ability to bring information to constituents and receive their feedback.

- Professor Hostetler asks that Faculty Senate act as immediately as possible to move the no confidence resolution forward because this is an urgent issue and any further delay is to the detriment of the faculty and community.
- Council agrees with Professor Hostetler's primary goal of holding this discussion in a Faculty Senate forum.
- Professor Hostetler agreed that his goals are to:
  - i. Pass a statement of no confidence even if no policy change will ultimately occur.
  - ii. mandate vaccines
  - iii. mandate masks
- Council would like to clarify what/who is specifically being voted "a no confidence in".
- There was a faculty inquiry made about if and how UF Health can manage compliance for such things as mandate vaccines (similar to how other vaccines are mandated by UF). It was discussed that there seems to be a practical disconnect.
- Faculty member Stan Kaye shared personal stories with council which spoke to the importance of following science, including the key point that no one knows what the cost of post COVID syndrome will be because this is a novel virus; Professor Kaye asks that the UF Health Compliance Office "do the right thing" despite any obstacles imposed by the state or its officials.
- Professor Hostetler was unable to stay for the meeting to help draft specific resolution wording. Specific resolution language was reviewed and discussed and a track and change document was finalized.
  - Welfare Council is forwarding this revised resolution to the Steering Committee; this resolution is not a statement of agreement with the contents, as no vote was taken by the Welfare Council today. All present agreed to move the revised resolution forward for consideration by the Steering Committee.

## 11. Adjournment

-The meeting adjourned at 2:41 p.m.