

## Welfare Council Minutes

10/13/22

2:30 p.m.

\*239 Tigert

\*or, if needed, via Zoom:

<https://ufl.zoom.us/j/97975060926?pwd=VkrJOHVYSFFIL09EUEFSRCtkck1nZz09>

Meeting ID: 979 7506 0926 Passcode: 100299 Or Dial +1 646 558 8656

**Present:** Sarah Lynne (SL: Chair), Laurie Bialosky (LB), Stephanie Bogart (SB), Amelia Dempere (AD), Chris Hass (CH), H  l  ne Huet (HH), Raymond Issa (RI), Amanda Phalin (AP), Marsha McGriff (MM), Brook Mercier (BM), Laura Thomas (LT), and Sean Trainor (ST).

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

- Welfare Council Chair Sarah Lynne calls the meeting to order at 2:31pm.

### 2. Approval of September 1, 2022 Minutes

- SB moves to approve the September 1, 2022 minutes; HH seconds the motion. The minutes are unanimously approved at 2:32pm.

### 3. Report from Chair / Steering Committee

- SL reports back from recent Faculty Senate meeting. In particular, SL details areas where UF has made progress on elements of the IDEA Resolution as well as areas where the university continues to face challenges. Over the next year, SL continues, Welfare Council must figure out what portion of our effort will go toward updating the IDEA Resolution. To this end, SL suggests partnering with diversity officers across campus, and the CDO's office in particular. These partnerships, SL hopes, will supplement our efforts in Welfare Council. Additionally, SL is eager to identify champions / liaisons for all points of the IDEA Document.

- CH suggests that Faculty Senate / Welfare Council centralize all discussion of DEI work (including the IDEA Resolution) in CDO's office.

### 4. Update from Contributing Chairs

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

- The work that RI reported on at the Sept. Welfare Council meeting remains ongoing.

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

- ST reports that the Board of Trustees (BOT) plans to vote on a draft regulation, officially transitioning most lecturers to the instructional professor title series,

per the Faculty Senate resolution, passed in FA21. CH reports that, because of concerns about the impact of this draft regulation on ranking metrics, the BOT no longer plans to consider this regulation. AP indicates that she will continue pressuring the BOT to make this change.

## 5. Old Business

- **Resolution Update**

- AP indicates that the General Counsel's office has updated UF's Conflict of Interest (COI) policy to specify that viewpoint can no longer be considered a basis for COI. As a result, Dr. Wright's resolution on this topic is no longer needed.

- **Faculty Involvement in Leadership Searches**

- The Council discusses the recent nomination of Sen. Ben Sasse as the next UF president.

- SL suggests changes to the presidential search process that might have mitigated many faculty members' frustration with its outcome. While SL appreciates the participation of select faculty members on the search committee, as well as the high level of faculty involvement in articulating the presidential leadership characteristics at the outset of the search, she says that many faculty expected a greater degree of involvement in the final choice of candidate. To avoid this frustration in the future, SL suggests more clearly setting expectations about how the search will proceed early on in the process; allowing faculty to generate standard candidate questions; and inviting faculty to provide feedback on candidates' anonymized responses.

- CH says that candidates may object to having their responses to questions made public, which might allow these responses to be used by other candidates.

- ST suggests that faculty frustration stems from a misalignment between the desired leadership characteristics articulated by faculty at the outset of the search (as enumerated in the SP22 Faculty Senate resolution) and Sen. Sasse's background / qualifications. ST also points to inadequate communication around Sen. Sasse's nomination as a source of frustration. A meeting attendee suggests that the Welfare Council consider inviting Steve Orlando to meet with the group and discuss improving communication around sensitive issues like this one.

- Other ideas raised during this portion of the meeting include: the need for job talks by candidates for dean, provost, and president; the difficulty of finding the balance between transparency, input, and accountability in leadership searches while also attracting high-level candidates; and the ambiguous roles of both

faculty and Faculty Senate in leadership searches. An attendee suggests that we develop a resolution to codify the role of Faculty Senate in leadership searches.

- **September 22, 2022 Faculty Senate: [Inclusivity, Diversity, Equity, and Accessibility \(IDEA\) Resolution & Action Items: A Living Document](#)**
  - i. [IDEA Living Document Update Slides](#) - (*Chair Lynn's September 22, 2022 Faculty Senate presentation slides*) This content was reviewed and discussed as part of SL's chair report.
- **External Review Panel Update**
  - No discussion on this topic.

## 6. New Business / Suggested 2022-2023 Welfare Council Agenda Topics

- BOG freedom of expression statement – see item #3
  - AP reports that she has asked Angela Lindner to inform the BOG that ACFS is currently working on a draft response to the BOG's request for affirmation of this statement.
- Ethan White/IFAS trans health and Medicaid funding stoppage
  - No more information is available on this topic since the September meeting. A meeting attendee suggests that the Council consider inviting Ethan White to discuss this topic.
- [Florida House Bill 7 \(HB7\)](#) Updates
  - MM encourages faculty to consult the website for the Office of the CDO for HB7-related pedagogy guidance.
  - AP says to expect a ruling on the legality of HB7 for public-sector employees soon. AP also indicates that the BOT will soon issue a draft regulation on HB7. Finally, AP reports that she recently participated in a forum called "Teaching on Eggshells." At this form, her essential message was as follows: this law bans messages that faculty don't actually teach; it is designed to have a chilling effect; faculty should not allow it to impact their approach to teaching.
- Dobbs v. Jackson Women's Health Organization Supreme Court decision and its effect on UF Health care providers and UF faculty/students travel
  - SL returns to the proposal that UF develop plans to extract pregnant faculty

from *domestic* settings where they cannot access reproductive care in the event of pregnancy complications. SL suggests that UF use existing policies for extracting students from dangerous international settings as a model. A meeting attendee indicates that Suzannah Hill is UF's point of contact on international health insurance plans. HH suggests that we check for existing plans to extract pregnant faculty from *international* settings where they cannot access reproductive care in the event of pregnancy complications.

- Council engagement with Damon Williams in CDO Marsha McGriff's office
  - Damon Williams will be facilitating the CDO retreat and presenting a report on the progress of campus DEI efforts. The report's executive summary will soon be available on the CDO's website.

**7. Open Agenda Items / Discussion from Floor - Three-minute limit per speaker.**

- Council Members
  - SB raises an issue with parity in ranks, namely that new Assistant Professors, among others, can vote on all NTT faculty promotion within the department. SB asks that the Welfare Council and other shared governance bodies look into this matter.
- University of Florida Faculty

**8. Adjournment**

- The meeting adjourned at 4:30pm.

*Minutes Submitted by Welfare Council Member/Contributing Chair (Compensation & Equity Committee), Sean Trainor.*