

Welfare Council Minutes

1/5/23

2:30 p.m.

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*or, if needed, via Zoom:

<https://ufl.zoom.us/j/97503041304?pwd=SVFZUmczU2VRcHYzUFVqek5QSThwdz09>

Meeting ID: 975 0304 1304 Passcode: 803549

Present: Sarah Lynne (SL: Chair), Stephanie Bogart (SB), Amelia Dempere (AD), Ashley Ghiaseddin (AG), Chris Hass (CH), H  l  ne Huet (HH), Lisa King (LK), Marsha McGriff (MM), Brook Mercier (BM), Amanda Phalin (AP: Faculty Senate Chair), Sean Trainor (ST), Danaya Wright (DW).

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

- SL calls the meeting to order at 2:35pm.

2. Approval of December 8, 2022 Minutes

- Minutes for the Dec. 8 Welfare Council meeting were not available for approval.

3. Discussion of the UF Faculty Senate Chair’s draft statement regarding the "Higher Education Program and Activity Survey” from State of Florida Office of the Governor

- Given AP’s limited availability, SL agrees to discuss AP’s draft statement on the Office of the Governor’s recent request for data on DEI-related activities at the outset of the meeting. AP’s statement emphasizes that interference in university curriculum constitutes censorship and an attack on freedom.
- As part of the discussion:
 - CH provides clarification about what kinds of information the state is being collected.
 - MM encourages AP to emphasize two points:
 - Providing diversity education is critical to workforce preparation
 - Diversity-related topics are critical to accreditation in several colleges
 - SL proposes framing the statement more positively.
 - ST argues that, given the urgent need for a statement on this topic, AP should release the draft statement with minimal modifications.

4. Report from Chair / Steering Committee

- **Vote for Chair of Welfare Council for immediate transition**
 - To make time for several professional opportunities, SL is stepping down as both member and chair of the Welfare Council. SL explains how to replace a sitting chair and calls for nominations. HH is nominated as Chair and elected unanimously at 3:30.

5. Update from Contributing Chairs

- **Faculty Senate Ad hoc Committee on Academic Freedom Update** – Ray Issa, AFTPRS Chair
 - Ray is not present at the 5 Jan. Welfare Council meeting.

- **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
 - ST thanks CH for his role in implementing the proposed transition of Lecturers to the Instructional Professor title series and provides an update on the C&E Committee’s ongoing investigation of turnover at UF.

5. Old Business

- **Establishing University-wide Milestones/recognitions for faculty time employed at UF**
 - The Council is enthusiastic about researching existing college-level awards and recognitions and developing best practices for implementation university wide.
- **Faculty Involvement in Leadership Searches**
 - No discussion.

6. Updates on Items of Interest

- **Baby Gator Follow-up on Expansion**
 - Issues related to staffing and compensation at the Lake Alice Baby Gator expansion facility remain a topic of conversation at the university level.
- **Expanding Paid Parental Leave and Paid Medical Leave**
 - No movement on paid parental and medical leave expansion at this time.
- **Faculty Travel Policies**
 - If a faculty member needs access to a medical procedure while traveling but said procedure isn’t legal in the place where they’re traveling, the university will work to get the faculty member back to the state of Florida.
- **Building Naming Committee**
 - AP has requested the report be shared at the January Senate meeting.
- **BOG freedom of expression statement**
 - No discussion.

7. New Business

- No new business.

8. Open Agenda Items / Discussion from Floor

- No new business.

9. Adjournment

- The meeting adjourns 3:49pm.

Minutes taken by Sean Trainor.