

Welfare Council Minutes

12/8/22

2:30 p.m.

*239 Tigert

*or, if needed, via Zoom:

<https://ufl.zoom.us/j/97975060926?pwd=VkrJOHVYSFFILO9EUEFSRctkck1nZz09>

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

Present: Sarah Lynne (SL: Chair), Stephanie Bogart (SB), Amelia Dempere (AD), Chris Hass (CH), H  l  ne Huet (HH), Ray Issa (RI), Sarah Jayasekaran (SJ), Lisa King (LK), Brook Mercier (BM), Sean Trainor (ST).

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

- SL calls the meeting to order at 2:31pm.

2. Approval of October 13, 2022 Minutes

- SB moves to approve the minutes, and HH seconds. The minutes are unanimously approved at 2:32pm.

3. Report from Chair / Steering Committee

- SL provides an update on recent Faculty Senate business, noting that the vote of no confidence in Chair Phalin did not pass while the resolution responding to draft Board of Governors regulations on post-tenure review did pass. SL comments that the status of these regulations remains unclear as of 8 Dec., though these regulations are expected to be approved at the 25 Jan. meeting of the BOG. CH provides an overview of the formulation of these regulations going back over one year.

4. Update from Contributing Chairs

- **Faculty Senate Ad hoc Committee on Academic Freedom Update** – Ray Issa, AFTPRS Chair
 - RI has no update on this committee’s work.
- **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
 - ST mentions that faculty have proposed few changes to the rolling-multi-year contract resolution since its introduction as an information item in Aug. 2022. ST then raises an issue regarding non-tenure track faculty members’ ineligibility for the Academy of Distinguished Teaching Scholars. CH explains that this recognition is designed to spotlight researchers who are great teachers. ST argues that non-tenure track faculty should at least be eligible for this honor, even if they rarely win it. HH suggests that the University create more awards for service. CH and BM point to the Superior Accomplishment Award. HH encouraged the university to increase the level of remuneration for this award.

5. Old Business

- **BOG freedom of expression statement**
 - No update on this topic.
- **Expanding Paid Parental Leave and Paid Medical Leave**
 - SL would like out-of-unit faculty and staff to enjoy, for the purposes of UF's paid medical leave policy, the same expansive definition of 'immediate family' enjoyed by in-unit faculty. BM and LK disagree about whether UF's definition of 'immediate family' is wider or more limited than the definition of 'immediately family' included in FMLA. BM reminds attendees Medical Leave Account can be used for purposes that go beyond what is permitted by the paid medical leave. SL suggests that UFHR track instances in which faculty / staff members' request for paid medical leave have been denied along with the rationale for these denials. HH asks if the university can extend the in-unit definition of 'immediate family' to out-of-unit faculty (and staff). CH says that an expansion of the definition of immediate family would be expensive. SL asks if UFHR could track how many more out-of-unit faculty and/or staff would have received paid medical leave if they had been in-unit. BM promises to look into this matter. ST asks if UF is still planning to move to 12 weeks each of paid parental and medical leave. BM responds affirmatively but notes that UF does not have a timeline for this process.
- **Faculty Involvement in Leadership Searches**
 - SL asks if we codify mechanisms for incorporating faculty perspectives in big leadership searches; SL further encourages UF to be proactive around this issue to avoid the feeling of disenfranchisement that attended the presidential search. RI suggests that faculty be encouraged to recommend candidates to the university for leadership roles. ST mentioned that the ad hoc shared governance committee might have some relevant info here, pending survey results. SB mentions that NC State has some regulations around administrative searches that might provide a useful model for UF.
- **Legislation impact on Faculty**
 - **Faculty Health Care Providers**
 - No discussion of this topic.
 - **Faculty Travel Policies – Susanne Hill, UF International Center**
 - SL talked to the Dean Marta Wayne of UF's International Center and confirmed that UF has policies for extracting pregnant university personnel from dangerous situations abroad. Dean Wayne assured SL existing international extraction protocols and that existing policies cover the

extraction of pregnant people experiencing pregnancy complication from countries where abortion is banned to countries where it is medically necessary. BM suggests that UF looks into the feasibility of purchasing a separate or supplemental insurance plan to cover the expense of extracting pregnant people experiencing pregnancy complications from domestic settings where abortion is banned. SL highlights the importance of this issue with respect to equity and career development. CH suggests a method for calculating the expense of a domestic extraction protocol. SL argues that a domestic extraction program would likely be far cheaper than under the cost calculation method suggested by CH. BM mentions that one logistical complication in this instance involves the fact that domestic, unlike international work travel, is not tracked by UF.

6. New Business

- **Baby Gator Follow-up on Expansion**
 - Baby Gator Lake Alice expansion should be completed by Aug, 2023. As part of this process, Baby Gator will be hiring new teachers. No further information regarding the new proposed child-care facility is available. SL mentions that teachers' pay at Baby Gator is below market rate and encourages UF to invest in recruiting and retaining educators; encourages UF to solicit donors who will donate to support teacher salaries.
- **Establishing University-wide Milestones/recognitions for faculty time employed at UF**
 - CH suggests that we identify more meaningful, equitable, and uniform ways to recognize accomplishment, service, and long employment at UF. These standard, CH argues, will contribute to goodwill and a positive culture.
- **Building Naming Committee** (VP Amy Hass) – *Chair Phalin has requested the report be shared at the January Senate meeting.*
 - No update on this topic.
- **Affirmations List** of faculty, staff, and student viewpoints for resolution/discussion moving forward with UF's 13th President Dr. Ben Sasse. (Senator Bogart)
 - SB wants to help faculty feel like they have a meaningful voice with the incoming president. SL suggests focusing attention on the upcoming Provost search.

7. Open Agenda Items / Discussion from Floor - *Three-minute limit per speaker.* - Council Members - University of Florida Faculty

- COACHE survey has again been postponed until next Fall. UF and/or another organization wants President Sasse to formulate the questions (with faculty involvement). CH suggests that an individual in the UF administration take point on this initiative to ensure it moves

forward; encourages the Welfare Council to contact Cathy Lebo about the contents of the survey.

8. Adjournment:

- SL adjourns the meeting at 4:13pm.

Minutes taken by Sean Trainor.