

Welfare Council Minutes

3/9/23

2:30 p.m.

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*or, if needed, via Zoom:

<https://ufl.zoom.us/j/93622608484?pwd=Y3d1K0c0bHZvNIJzRzBBZkEyTzBGQT09>

Meeting ID: 936 2260 8484 Passcode: 145777

Present: Zoom participants: Brook Mercier, Stephanie Bogart, Chris Hass, Lisa King, Raymond Issa, Amelia Dempere and Amanda Phalin; on-site participants included H  l  ne Huet and Sean Trainor.

1. **Call to Order** – H  l  ne Huet, Welfare Council Chair
 - Welfare Council Chair H  l  ne Huet called the meeting to order at 2:30 pm.
2. **Approval of February 9, 2023 Minutes**
 - The minutes were approved.
3. **Report from Chair / Steering Committee**
 - o [Updated Welfare Council message](#) discussion
 - Council discussed the message contents and Chair Huet will forward it to / seek feedback from the Steering Committee.
4. **Update from Contributing Chairs**
 - o **Faculty Senate Ad hoc Committee on Academic Freedom Update** – Ray Issa, AFTPRS Chair
 - o **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
 - Chairs Issa and Trainor provided updates on their committee activities.
5. **Old Business**
 - o Establishing University-wide Milestones/recognitions for faculty time employed at UF
 - i. Report on meeting with Chair of Honorary Degrees and Distinguished Awards Committee
 - ii. Next steps

- Council discussed potential campus-wide recognitions for faculty milestones and how best to move this item forward.

6. Updates on Items of Interest

- [Expanding Paid Parental Leave and Paid Medical Leave](#) - Brook Mercier, Assistant Vice President for Human Resources
 - A paid leaves [HR presentation](#) was provided by Brook Mercier on the use of Paid Parental Leave and Paid Medical Leave since 2020 for staff and faculty; council discussed such items as the merits of and UF's costs to expand both leaves from 8 weeks to 12 weeks.

7. New Business

- Election of 2023-4 Welfare Council Chair
 - Election will be held at the next meeting.
- Post Tenure Review and [Appendix A of the UF Tenure and Promotion Guidelines](#) / [\[Feb 2023 Draft\]](#)
 - The most recent information pertaining to PTR was discussed by council.
- April meeting rescheduling
 - Welfare Council's April meeting is April 7 and is changed from a hybrid to a Zoom only meeting.

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

- Council Members
 - University of Florida Faculty
- An opportunity for open agenda items was provided.

9. Adjournment

- The meeting adjourned at 3:48 pm.