

Welfare Council Minutes
Tuesday, February 13, 2024
10:45 a.m.

***202 Tigert (Business Affairs' Conference Room)**

*or, if needed, via Zoom:

<https://ufl.zoom.us/j/93482674007?pwd=SIR2OFE1bXA0ZmZTOC95YzhIRmFRQT09>

Meeting ID: 934 8267 4007 Passcode: 179062 Dial in: +1 305 224 1968

In Attendance: Lauren Berkow (LB), Laurie Bialosky (LAB), Stephanie Bogart (SB), Chris Hass (CH), H  l  ne Huet (HH), Raymond Issa (RI), Crystal Marull (CM), Brook Mercier (BM), Sean Trainor (ST).

- 1. Call to Order** – Stephanie Bogart, Welfare Council Chair
 - The meeting was called to order at 10:47am by Welfare Council Chair Stephanie Bogart.

- 2. Approval of January 25, 2024 Minutes**
 - LB moves to approve; CM seconds. The minutes were approved at 10:48am.

- 3. Report from Chair / Steering Committee**
 - o Update on discussions of [UF Student Senate Resolution SSB 2023-1252](#)
 - Student Senate proposed a resolution calling for an LGBTQ+ Center. After discussion, the Welfare Council (WC) and Steering Committee (SC) have opted to avoid making a statement in support of this center, as the students need material support / funding more urgently than moral support.
 - Faculty Senate (FS) is looking into the trainings that faculty are required to complete with the goal of minimizing these trainings. Starting next year, WC, in conjunction with UFHR, may review the list of required trainings annually with the goal of determining which ones are necessary and/or useful.
 - Hybrid FS meetings are a work-in-progress, with the body continuing to refine the process for remote voting.
 - @ Next month's meeting:
 - o Council Chair election. [Eligible](#): Professors Berkow, Dempere, Huet & Marull
 - o Shannon Edwards, Director of Benefits, Retirement and Leave, will discuss the status of UF's 12 weeks of paid leave.

- 4. Update from Contributing Chairs**
 - o **Academic Freedom, Tenure, Professional Relations and Standards (AFTPRS) Committee Update** – Ray Issa, AFTPRS Chair
 - An inquiry panel is in place looking into a complaint.

- **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
 - No update.

5. Old Business

- **Strategic funding request for communal faculty spaces**
 - The SC requested some edits to this strategic funding request, but otherwise is supportive of this effort. Once the document has been revised and finalized, SC will advance this document to the President's office. Money for this initiative, if approved, will likely come from the Provost's Office but will be distributed to the colleges, which will then create / manage these collaborative faculty spaces (with some nearby colleges managing joint spaces). These spaces would be open to all faculty (and staff: see below); faculty (and staff) within a given college / college-level unit would be eligible to use whichever shared space is closest / most convenient.
 - The WC discussed the viability, both financial and cultural, of making this space accessible to staff. The WC is generally supportive of making this kind of space widely accessible to all employees, but recognizes that making these spaces accessible to staff (who are far more numerous than faculty) poses logistical and financial challenges not contemplated in earlier versions of this proposal. One WC member floats the idea of dropping this proposal as a FS-specific proposal and reintroducing it as a joint FS / Staff Council proposal.
- **Post Tenure Review Updates**
 - Out-of-unit (OOU) colleges will start post-tenure review (PTR) the week following this meeting, with faculty undergoing review receiving notification this week. Those required to undergo PTR will have to submit an up-to-date CV and *may* submit three narratives (service, research, and teaching); the rest of the packet is automatically generated. Reviewers will be supplied with unit-specific review criteria.
 - Two incentive programs are on the table at present, though the university has yet to commit to either of these. One would provide one-time bonuses to all faculty who meet expectations at the end of the PTR process. The other would provide smaller bonuses to those who meet expectations and larger bonuses to those who exceed. One WC member raised the possibility that this process will contribute to pay inequality between NTT and TT faculty.

University-wide Milestones/recognitions – Brief discussion with Brook Mercier (HR).

- BM introduces the draft document linked above.

6. New Business / Open Floor

- One WC member followed up on the possibility of donating leave to one or more of their colleagues upon separation from the university. UFHR does not yet know if this proposal is viable. BM recommends that we consult with Shannon Edwards at next month's meeting.

- Another WC member raises an issue with shared governance in a particular college. The WC discussed the importance of creating / empowering a FS body to enforce the university constitution when colleges and/or departments are in violation.

7. Adjournment

- The meeting adjourned at 11:31am.

Minutes Submitted by Welfare Council member Sean Trainor.