

Welfare Council Minutes
Thursday, January 25, 2024
2:30 p.m.

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

*or, if needed, via Zoom:

<https://ufl.zoom.us/j/97980124085?pwd=ZjRHUGpyVVFqVWVBaEcrQkFPSFJPUT09>

Meeting ID: 979 8012 4085 Passcode: 773908 Dial in: +1 305 224 1968

Present: Stephanie Bogart, Lauren Berkow (LB), H el ene Huet, Chris Hass, Sean Trainor, Laurie Bialosky (LAB), Ray Issa, and Crystall Marull.

- 1. Call to Order** – Stephanie Bogart, Welfare Council Chair
 - The meeting was called to order at 2:32 p.m. by Welfare Council Chair Stephanie Bogart.

- 2. Approval of November 30, 2023 Minutes**
 - The minutes were approved

- 3. Report from Chair / Steering Committee**
 - o Please remind colleagues to complete a [nomination form](#) for university-wide committees (due January 31); more details [here](#) including the list of [open seats](#) this election cycle; view the Welfare Council roster and terms [here](#).
 - o New system (Workday) will replace the current OPT system. It will be a long process to move everything to the new system. Test will be taking place next year but CH says it should go live in July 2025 for the 2025-2026 tenure and promotion review. It will be more automated and should make it easier for faculty to report everything they do (lessen administrative burdens).
 - o Provost Angle has signed on for 18 more months.
 - o Open House on January 24: LAB says 10 people attended, good discussions.
 - o BOG met this week.
 - o Administrative Burdens: committees have been formed and are moving along nicely.

- 4. Update from Contributing Chairs**
 - o **Academic Freedom, Tenure, Professional Relations and Standards (AFTPRS) Committee Update** – Ray Issa, AFTPRS Chair
No update

 - o **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
Committee is working on 3 goals

- i. Institutionalize annual requests for turnover data
- ii. Progress to revise Appendix A (which no one likes), notably to remove instances in which junior TT faculty are voting on promotion packets of NTT faculty. Small speed bumps but not insurmountable.
 - Some colleges are thinking this would reduce rights of NTT.
 - Questions about some of the language in the proposal put forth by the committee.
 - Any suggestions on how to help the issues is welcome.
 - CH: Support from UF and the union to address the issues but will be good to have feedback and support before bargaining starts.
 - CM: Relocation fees, TT faculty get more than NTT faculty. Inequities need to be looked at! In own department, lack of ranked NTT, no one at top of the pyramid to vote, so very problematic.
- iii. Exit survey questions for faculty and staff leaving UF: propose changes to survey and hopefully encourage people to take that exit survey.

5. Old Business

○ Post Tenure Review Updates

- i. CH: we are getting closer. UF and UFF bargained yesterday. Out of unit colleges: fairly close too. Faculty should be notified by Feb. 9. Only thing to submit is updated CV and faculty can present a one-page narrative for each area of assignment but not required. Everything else will be provided to faculty to reduce administrative burdens. Hope the 266 reviews will be done by June 1. President Sasse is considering compensation (one-time bonus very likely), but we don't know the amount.
- ii. LB: confirmed that NTT don't go through the process so won't NTT miss out on compensation if they do their job well? CH: any opportunities for pay across the tracks may increase inequities. Good point to keep bringing up.

○ University-wide Milestones/recognitions

- i. SB: We tried to gather information from Deans but hard to get. SB decided to propose/recommend something for each milestone. Council discussed the propositions. Discount on parking was appreciated. Among things suggested: UF pins, slide in Reitz Union congratulating, focusing on big milestones by spending more on them than spending money on the small milestones.
- ii. CM: asked if other institutions already have things in place. LB: you would get a chair at my previous institution. CM: we could also really focus on

Florida things like an announcement at a football game. CH: maybe a little basket with different UF items. UF HR should give us an idea of how many people we are talking about.

- **Strategic funding request for communal faculty spaces**
 - i. SB is considering submitting a strategic funding request. Council looked at the draft and provided some feedback. ST appreciated that the spaces would be open to staff as well, not just faculty. LB pointed out that after four years, we could reassess what the needs are. CM: maybe we could have a (digital) system where people using the space contributes some money towards maintaining/supporting the space long term. But as LB asked: where would the money go? Who would be managing this? CH: It used to be run through Aramark so maybe we could run it through our new vendor.
 - ii. Council will continue to revise the draft. HH: asked about the deadline by which we need to submit but no deadline that we know of. We'll submit when ready.

6. New Business

- [UF Student Senate Resolution SSB 2023-1252](#) discussion
 - i. Came to SB, bill that was passed by Student Senate with goal to establish a LGBTQ+ Institute at UF: do we want to propose a faculty resolution that would support this resolution? LB wondered if the new DEI regulation would impact the creation of a new center and CH confirmed that yes, this new center could not be created. SB pointed that sentiment is important, even if it's impossible for this to happen at this time. Maybe we call on senate to support the resolution even if we know a center can't be created. CM: we are all about student success so maybe draft something along those lines, make statement as nonpartisan as possible.
- Spring Agenda/Invited Speakers Suggestions
 - i. Dean Richardson from CLAS?
 - ii. Shannon Edwards from UF HR?

7. Adjournment

- The meeting adjourned at 3: 43p.m.

Minutes Submitted by Welfare Council member H  l  ne Huet