

**Welfare Council Minutes**  
**Thursday, 10/12/23**  
**2:30 p.m.**  
**\*239 Tigert (Provost's Conference Room)**

\*or, if needed, via Zoom:

<https://ufl.zoom.us/j/94277406912?pwd=K0pEOVpJanJRMzlxTjFoZWRObTNYdz09>

Meeting ID: 942 7740 6912 Passcode: 373111 Dial in: +1 305 224 1968

**Present:** Stephanie Bogart, Amelia Dempere, Sean Trainor, Chris Hass, Lauren Berkow, Brook Mercier, Crystal Marull, Hélène Huet, Breann Garbas, and Ray Issa.

Call the meeting to order at 2:35 p.m.

Approval of last minutes: No changes and minutes were approved unanimously.

**Chair Report:**

Information item on next faculty meeting. There are changes to it regarding the definition of Shared Governance.

Any questions? No

Steering Committee Meeting: The search for a Provost is still being planned.

Provost discussed that there are a lot of centers on campus, more than double that of any university in Florida, which means that there are too many centers. Some are state-funded, and some are not. The review is to identify which ones are not active. The closing of those that have been inactive for a long time will be proposed.

[https://data-apps.ir.aa.ufl.edu/public/center\\_inst/Active\\_Centers.pdf](https://data-apps.ir.aa.ufl.edu/public/center_inst/Active_Centers.pdf)

Senator Trainor: what are the criteria for establishing a center?

Centers are run by the Office of Research. Centers are approved by the Office of Research.

<https://ir.aa.ufl.edu/academic-support/center-and-institute/starting-a-new-center/>

**Updates from Committee Chairs:**

Raymond (AFTPRS): nothing to report. Training is on the agenda for the next meeting. Deals with faculty not in the bargaining unit.

**Trainor: Compensation & Equity Committee:**

3 tasks for the year:

- Review of any changes in compensation
- Exit survey questions/Exit survey data – decide if changes are needed.

- Revising Appendix A of Guidelines for Eligibility for Voting on Promotional Rank

Long-term idea:

The kind of questions the committee should be looking at is clear, but not the goal for each year.

Figure out metrics relevant and important for the compensation and equity committee.

Creating an internal ranking (scorecard/dashboard) based on Compensation and Equity performance.

Salaries with respect to identity, workload, equitable assignments, and market compression.

The abstention of newly hired professors counts significantly on the balance of votes. How much time employed should be appropriate to vote?

### **Post-Tenure Review Updates – Chris**

The Faculty Union and University are in conversations on how the review will happen. The reviews of faculty out-of-unit have not started.

About 270 faculty will be reviewed this academic year.

### **Promoting Faculty Collaboration and Engagement**

Why attendance is low at events? Poll the faculty about this.

What would be the goal of the poll?

- Evaluate spaces around campus that will be preferred by faculty
- What kind of events they would be interested to attend?

Faculty House idea... Look into archives of a poll done about 10 years ago by the Welfare Council

A presentation about the Experience UF program might be helpful.

Libraries have a program where staff and faculty are somehow forced to interact. Something similar can be effective.

Keen Faculty Center Presentation

Any other open agenda items?

Move to adjourn

Adjourned: 3:33 p.m.

Minutes Submitted by Welfare Council Member Amelia Dempere.