

## Welfare Council Minutes

Thursday, 11/30/23

2:30 p.m.

**\*239 Tigert (Provost's Conference Room)**

\*or, if needed, via Zoom:

<https://ufl.zoom.us/j/94797242754?pwd=eWZZSUdkem84ZlAvTHdRM2E0TDloQT09>

Meeting ID: 947 9724 2754 Passcode: 284625 Dial in: +1 305 224 1968

**Present:** Stephanie Bogart, Breann Garbas, Chris Hass, Hélène Huet, Amelia Dempere, Sean Trainor, Brooke Mercier, Lauren Berkow, Laurie Bialosky, Ray Issa, and Danaya Wright.

- 1. Call to Order** – Stephanie Bogart, Welfare Council Chair  
- the meeting was called to order at : 14:34
- 2. Approval of October 12, 2023 Minutes**  
-- The minutes were approved by with motion from HH and seconded by ST after amendment of addition to attendance of October meeting (addition Brooke Mercier) and update by Lauren Berkow, previously submitted.
- 3. Report from Chair / Steering Committee**
  - Stephanie reported that the last steering committee was 11/1 and that the Senate is on track for the first hybrid meeting to start in December. Bathroom access survey: university wide assessment survey is on-going; along with a names assessment. There was a posthumous request for faculty promotion that began in 2021 and it was sent to the appropriate council. There is a process for students who pass away before graduation but not faculty who are in process of promotion.
  - Please remind colleagues to complete a [nomination form](#) for university-wide committees; more details [here](#) including the list of [open seats](#) this election cycle; view the Welfare Council roster and terms [here](#).
  - Report from Senate Chair Danaya Wright: Hybrid meetings will be trialed starting with off site senators starting at the December meeting. Cameras must be on. The bathroom survey has received ~30 comments about accessibility. Dave Kratzer is interested in fixing this problem; however, speed and financial concerns will paly a role. The interactive map is being updated to have building hours added. BM asked about the number of facilities that are being asked about that are not already on the maps. The LPAC is working on this. Admin burdens-2 consultants are coming next week for upper admins. Roughly 7 categories to be worked on including tenure, research, COI, travel, etc. Will have meetings with upper admin next week, then take to Deans, then will obtain

faculty action teams to form in January, finally to President. Final update on post humous promotion was sent to academic policy and then to Provost office. Provost will work to create a recognition for the rare event that this has happened.

- Shared Governance Update-via Danaya. Faculty Senate passed resolution at 11/23 meeting. 3 components: asked President to support, asked BOT to support, and third is to have Danaya to instruct all of the faculty councils to have a deep dive within their own colleges look at their shared governance structure. DW has been meeting monthly with the faculty councils in regards to this.

#### **4. Update from Contributing Chairs**

- **Faculty Senate Ad hoc Committee on Academic Freedom Update** – Ray Issa, AFTPRS Chair  
Have not meet since last meeting but Ray notes that a case has just came in front of them and a meeting will be scheduled soon.
- **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
  - i. 3 main projects for the year
    - Pulled turnover data for the current year and compared back to 2019. Colleges in areas of current political concerns for education are having some noticeable decreases: Arts, Education, Libraries, and Law are the most effected. Should continue to track this to see if a pattern.
    - Revising appendix A of T&P-governs who can vote on whom. In some depts, Rank 1 professors are voting on instructional faculty. This has not affected anyone from getting promoted.
    - Reviewing exit survey questions (this process is voluntary for people who leave the University)-can this process be improved? Also considering a resolution encouraging people to participate in it. Plan to present this data annually at the Senate which may improve participation. There was a recommendation to show this as it would help people see that positive results can come from sharing negative experiences.

#### **5. Old Business**

- **Post Tenure Review Updates**
  - i. CH is having daily conversations with the President. Hoping to have decreased work with faculty, perhaps an updated CV and a one-page narrative for each area of assignment. Likely to have compensation for faculty who are successful in process but this is not guaranteed. There is

no date yet for public. There is a review of a legislation nuance undergoing. A concern was raised about this widening the gap between tenure and non-tenure faculty. CH and DW will discuss the possibility of a 5-year evaluation process for raises for all faculty.

- **University-wide Milestones/recognitions**
  - i. Danaya received information from one college only and they do minimal recognition. Stephanie will work with Chris to send out a survey to colleges and/or go to the chair's meetings. Suggestion for Pres. Sasse to continue to improve his language usage regarding faculty performance over the use of faculty production which emphasizes research. Recommendation for the recognition to continue to focus on morale, which is low across the board.

## 6. New Business

- [Keene Faculty Center](#) Presentation Scheduling
  - i. Currently use the kitchen area of the Keene Faculty Center. Designed for faculty collision space for coffee and snacks, conversation. Previously had grab and go sandwiches but no longer.
  - ii. Costs at 36K a week (was centrally funded by Charlie Lane's team), ~135 people a week utilize the space.
  - iii. This is a CLAS facility so we are bound by their needs and restrictions by the Keene Family
  - iv. Funding is a current issue as well-4/5 people who worked with it and funded it are no longer here.
  - v. Has coffee maker and light snacks
  - vi. Discussion regarding obtaining funding-should we put it in as a strategic funding request? Danaya will put in a request and see what the President thinks. Could launch this out to other areas of campus if continued successful.
  - vii. Question becomes what environment are we trying to create with the space-morale improvement? Collegial culture? Would it better to have compensation that is individualized? Could we have both?
- Spring Schedule
  - i. Tuesday and Thursdays look the best, Laurie will look at dates and times and send out information.

## 7. Open Agenda Items / Discussion from Floor - *Three-minute limit per speaker.* - Council Members

- Helene: approached by a faculty member asking if sick leave can be donated to a faculty member directly and was wondering if upon separation from the university if sick leave can be donated to the pool. Brook answered that during Covid we had different circumstances but otherwise we have restrictions on us from the state legislation. We can donate the 8 hours to buy in to the sick leave pool and he will look into donating more hours into the sick leave pool.

**8. Adjournment 1607**

Minutes Submitted by Breann Garbas, Welfare Council member.