

Welfare Council Minutes
Thursday, 9/21/23
2:30 p.m.
***239 Tigert (Provost's Conference Room)**

*or, if needed, via Zoom:

<https://ufl.zoom.us/j/95982726462?pwd=MmF6bE5yZ1VBd2x2WnlJVUZrbG42dz09>

Meeting ID: 959 8272 6462 Passcode: 888720 Dial in: +1 305 224 1968

Present: Stephanie Bogart, Chris Flowers Hass, Raymond Issa, Sean Trainor, H  l  ne Huet, Lauren Berkow (LB), Laurie Bialosky (LAB), Breann Garbas, and Brook Mercier.

- 1. Call to Order** – Stephanie Bogart, Welfare Council Chair
 - Welfare Council Chair Stephanie Bogart called the meeting to order at 2:33 pm.

- 2. Approval of March 9, 2023 & April 7, 2023 Minutes**
 - Both minutes were approved.

- 3. Introductions**
 - Council members and liaisons were introduced.

- 4. Report from Chair / Steering Committee**
 - Overview of [Welfare Council mission](#)
 - SB:
 - o Steering Committee has met twice already.
 - o Provost search is fast moving, expect announcement by end of 2023-early 2024. Interim Provost will likely stay until end of Spring 2024. CFH specified that President Sasse is interviewing top 2 candidates. SB indicated they have established careers, but they don't want their names made public yet.
 - o Spousal hires: provost office contributed to spousal hires. Might be more future discussion.
 - o The Steering Committee discussed and considered a Freedom of Inquiry resolution drafted by the Chair of Faculty Senate but did not move the item forward at this time.
 - i. CFH requested more details. SB and LAB explained that this will be part of the Chair's report next week at faculty senate. CFH reminds that BOG has a statement on civil discourse that we are supposed to endorse. So far we have not endorsed it yet. Discussion followed as this issue might come to Welfare Council. ST specified this is merely symbolic, no practical implications.
 - o Shared governance resolution: to be discussed later in our meeting.

5. Update from Contributing Chairs

- **Faculty Senate Ad hoc Committee on Academic Freedom Update** – Ray Issa, AFTPRS Chair
 - i. No update, training late October.
- **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
 - i. Committee has not met yet.
 - ii. ST has ideas for what committee should be working on this year:
 - Turnover data: so far, up until fiscal years 2022, turnover had not returned to pre-covid levels. When data is broken down, nothing controversial. No real patterns. But committee wants to keep checking as we have heard stories about people leaving, difficulties recruiting. CHF says turnover is around 9%, better than for some peer institutions.
 - a. LB: would like UF to reconsider how much we can spend on dinners when taking out candidates to dinner. Also asks about [ORP contribution rate](#) but ST explains that was a [Budget Council and Faculty Senate-approved April 2022 resolution](#) and support was expressed by BOT Chair Mori Hussein. BM explains a white paper was written last year, and HR will continue to share this white paper with people who could have influence. Legislature would need to act on that and fund it.
 - Revising university policies regarding who can evaluate whom, source of tension in some units. Example: instructional assistant professors can evaluate packets from colleagues at PKY. CFH suggests that the Research & Scholarship Council should be involved too.

6. Old Business

- **Post Tenure Review Updates**
 - i. CFH: not much has changed regarding policy or template. Policy is being “finalized” because currently impact bargaining with UFF-UF. 236 faculty will have to go under PTR by July 1, 2024. Who is concerned this year: Anyone who received tenure in 2019 and 20% of faculty who have not had a review in more than 5 years will go under PTR.
- **Baby Gator and Paid Leave update** – Brook Mercier

- i. Baby Gator has undergone renovations in Lake Alice. Staffing remains a big issue though. Discussion about expanding the location by Health Sciences but on hold for the moment. Future: dealing with recruitment issues.
 - ii. Paid Leaves: Qualifications for paid family leave are now the same for in-unit and out-of-unit faculty. Expanding to 12 weeks has been tabled for now.
- **University-wide Milestones/recognitions**
 - i. SB: need to promote positive things for faculty. LB likes anything that would boost morale. CFH suggests we survey all faculty councils to see what they are doing for milestones/recognitions to see what's being done, come up with best practice.
 - ii. BG asks if it would be possible to offer a bonus day off after 5 years, other milestones. BM likes this idea. But one question mark is that people at UF don't use their leave much. Maybe something Welfare Council could work on.
 - iii. ST: likes Spring dinners at president's house. Feels appreciated for service work being done. So maybe UF could consider such a dinner when folks get promoted/hit milestones.
 - iv. LB: suggest discounts on parking
 - v. RI: plaque on wall in college
 - vi. HH: Libraries have a recognition fund to celebrate smaller milestones such as project completion.
 - vii. CH: suggests we use the different media displays we have to highlight milestones. Cost effective.
 - viii. LB: we could add a section in newsletter and SB suggests the President could send an email. But that might be difficult to fit within his workload.

7. New Business / Possible Agenda Items

- Shared Governance Resolution
 - i. HH: thinks it is a good idea because the report highlighted huge discrepancies.
 - ii. BG: thinks we could do it faster than one year. Suggests 6 months. But SB thinks some colleges will require closer to a year. ST also agrees 6 months might be hard for some colleges and even, there might be some pushback by some.
 - iii. CFH hopes we can have concrete action items to improve things. No uniform definition of "shared governance" which makes having conversations difficult.

- iv. ST: report was dictated by who took survey and who showed up to sessions.
 - v. SB: premise of resolution will start good conversations. Majority of faculty recognize importance of shared governance.
 - vi. A motion to support the resolution carried unanimously.
 - vii. RH wonders if a preamble about shared governance could be added to resolution, using shared governance's report for instance.
- Promoting Faculty Collaboration and Engagement
 - i. SB: last faculty senate, someone asked about possibility of faculty club. CFH: back when welfare council chair, did benchmark on faculty club style options but it went nowhere. No location that is big enough to achieve what most faculty people wanted. Maybe we can use existing places for that purpose. SB likes idea of pop-up places. ST points out that since Covid, a lot of faculty don't come as much to campus.
 - ii. SB: events? ST suggests sponsored happy hour mixers and HH also mentions dinners sign-up.
 - iii. BG: maybe we should think about why faculty are not attending various events organized for them. What can we do to fix the problem? Maybe send out a survey.

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

- Council Members
- University of Florida Faculty

CFH mentions OPT system will go away and over next year, opportunity to test new interface.

9. Adjournment

- The meeting adjourned at 4:03 pm.

Minutes Submitted by Welfare Council Member H el ene Huet