

## **2022 – 2023 Report for Welfare Council**

The Welfare Council focuses on matters that support, encourage, define, and evaluate the quality of the faculty and retention of faculty members, including faculty rights and academic freedom; faculty support programs, such as fringe benefit packages; faculty diversity; and programs that improve the quality of faculty life.

Below is a summary of the primary discussions and accomplishments of the council.

### **Baby Gator Expansion**

Assistant Vice President of Human Resources Brook Mercier provided regular updates on the Baby Gator Lake Alice expansion, which should be completed by August 2023. As part of this process, Baby Gator will be hiring new teachers. The Welfare Council pointed out the many issues related to staffing and compensation at the Lake Alice Baby Gator expansion facility. This remains a priority for UF.

### **Election of Chairs**

Sarah D. Lynne (Associate Professor; Family, Youth and Community Sciences; IFAS/UF) was elected as chair of the Welfare Council for the 2022-2023 term. But in January, Dr. Lynne stepped down as Chair and H el ene Huet (Assistant Librarian, George A. Smathers Libraries) was elected as Chair of the Welfare Council until May 2023. In April 2023, Stephanie Bogart (Associate Instructional Professor of Anthropology, CLAS) was elected as chair of the Welfare Council for the 2023-2024 term.

### **Establishing University-wide Employment Milestones/Recognitions for Faculty**

The Welfare Council is enthusiastic about researching existing college-level awards and recognitions related to employment milestones and developing best practices for implementation university wide. The goal for 2023-2024 is to identify more meaningful, equitable, and uniform ways to recognize accomplishment, service, and long employment at UF. These standards, the council believes, will contribute to goodwill and a positive culture.

### **Expanding Paid Family Leave**

There are two topics Welfare Council discussed this year related to expanding paid parental and paid medical leaves at UF.

The first topic is that the definition of “immediate family member” for out-of-unit faculty members is narrower than the definition for in-unit faculty members. The Welfare Council is recommending that the definition for out-of-unit faculty should be broadened to match the one from the Collective Bargaining Agreement (CBA) for in-unit faculty. This expansion is being considered but has not been approved to date.

The second topic is that the current paid leave policies allow up to 8 paid weeks. The Welfare Council is recommending that both paid parental and paid medical leave be expanded to 12 paid weeks. Assistant Vice President of Human Resources Brook Mercier, [presented on UF paid family leave](#) in March 2023, highlighting utilization and cost of both paid leaves since their implementation in 2021 as well as providing a cost estimation if UF were to offer 12 paid weeks of paid family leave. This expansion is being considered but has not been approved to date.

## Faculty Travel Policies

The Welfare Council discussed implications for faculty traveling for business purposes to locations that do not offer health care and emergency medical procedures currently available in Florida. There are standard procedures to assist faculty in obtaining access to emergency health care and medical procedures when traveling for business purposes to locations that do not offer those procedures including helping faculty relocate to the nearest location where the medical care is accessible.

## Inclusivity, Equity, Diversity, and Accessibility (IDEA)

In 2022, Sarah D. Lynne (Associate Professor; Family, Youth and Community Sciences; IFAS/UF) presented a report focusing on areas where UF has made progress on elements of the IDEA Resolution as well as areas where the university continues to face challenges: [IDEA Living Document Update Slides](#) - (Chair Lynne's September 22, 2022 Faculty Senate presentation slides)

## Post-Tenure Review

Following the Board of Governor's regulation on post-tenure review that was passed in March 2023, and which would require faculty members to undergo post-tenure reviews every five years, the Welfare Council provided feedback to the current draft of UF's post-tenure dossier template.

## Members:

Last Name ↕	First Name	Member Role
Bogart	Stephanie	Senate Member
Curry	Melissa	Administrative Liaison
Dempere	Luisa (Amelia)	Senate Member
Garbas	Breann	Senate Member
Hass	Christopher	Administrative Liaison
Huet	Hélène	Chair
Issa	Raymond	contributing Chair - AFTPRS
King	Lisa	Senate Member
Marull	Crystal	Senate Member
Thomas	Laura	Student-Undergraduate-nonvoting
Trainor	Sean	Contributing Chair - Compensation & Equity Committee

*Also:* Ashley Ghiaseddin served through Feb 2023 & Sarah Lynne served as Chair through Jan 2023.