

Welfare Council

Minutes

Tuesday, October 1, 2024

3:30 p.m.

*202 Tigert (Business Affairs' Conference Room)

(*Zoom Link, if needed: <https://ufl.zoom.us/j/94663053848?pwd=d32aK6HDX5xw6qEfEbDrxeJhUCIYM2.1>)

Meeting ID: 946 6305 3848 Passcode: 111081 Dial in +1 305 224 1968)

Present: Breann Garbas, Amelia Dempere, Laurie Bialosky, Sean Trainor, Lauren Berkow, Christopher Hass, H  l  ne Huet, Crystal Marull, Brook Mercier, and Heidi Radunovich.

- 1. Call to Order** – Breann Garbas, Welfare Council Chair
 - The meeting was called to order at 3:30 p.m. by Heidi Radunovich, substituting Welfare Council Chair Breann Garbas, who was delayed in joining the meeting.

- 2. Approval of September 6, 2024 Minutes**
 - The minutes were approved unanimously.

- 3. Council Chair election for Spring 2025** – Breann Garbas
 - Nominated: Helene Huet. Elected new Chair unanimously.

- 4. Update from Contributing Chairs**
 - **Academic Freedom, Tenure, Professional Relations, and Standards (AFTPRS) Committee Update**
 - Ray Issa, AFTPRS Chair, was traveling and could not attend.

 - **Compensation & Equity Committee Update**

Sean Trainor, Compensation & Equity Committee Chair, provided the below updates:

 - [April 20, 2023 Faculty Senate Multi-Year Contracts Resolution](#): Multiple colleges are adopting multi-year contracts.
 - Re: the committee’s work on the Revision to Appendix A, UF T&P Guidelines: Colleges agreed with one of two committee proposals presented, which removes the ability of an entry level or brand new faculty member to vote for promotions or tenure on faculty unless they are at least that level or have gone through the relevant promotion and/or tenure themselves either here at UF or in their earlier employment elsewhere. Drs. Hass and Trainor will share this information at the next committee meeting for further discussion.
 - At its next meeting, the committee will review UF HR data, such as salary ranges within each unit.

- 5. Old Business**
 - Improvement on Bereavement policy?

Brook Mercier, Assistant Vice President, UF Human Resources (HR)—There are no updates currently. However, leave regulations were recently updated, and improvement on the bereavement policy will be pursued as these updates are discussed.

 - [University-wide Milestones/recognitions](#) - Brook Mercier, Assistant Vice President, UF HR

- i. Updated Provided (Chris Hass) regarding seeking options for replacing low-value items.
 - ii. Update Provided (Chris Hass): A task force has been created for instructors who are not eligible for awards as NTT faculty. They are checking what awards are missing from the original list provided. An increase in the monetary awards is being pursued. There are significant disparities among colleges regarding the monetary awards for teacher of the year, advisor of the year, etc. There are awards that are not at the university level, such as Clinical Educator of the Year. The last [Office of Academic Affairs \(OAA\) Awards](#) (presented at the [May 2, 2024 Faculty Senate meeting](#)) were re-shared with council members. Chris has asked each member of the Welfare Council to spend some time looking at comparable institutions to see what awards they offer and where UF is lacking. Members should report back at the next council meeting.
- [Strategic funding request for communal faculty spaces-](#)
 - This request was sent to the President's Office - The Provost is getting access to proposals. There are no updates yet. It is in process. Bre will speak with Sarah Lynne to keep this request in mind.
 - **Post Tenure Review Updates**
 - The Council discussed the status of the PTR updates. The topic will remain on the agenda for updates. The new list of people going to PTR will be announced next week. February 3rd is the new deadline for submitting PTR packages.

6. New Business – Open Floor

- **FEA System**
 - Associate Provost Hass asked Welfare Council Faculty to participate in a review and shared the information below.
 - The University of Florida will implement a new online faculty evaluation system, UF Faculty Excellence and Advancement (FEA), in the spring 2025 semester. The first group of faculties to utilize FEA will be those up for promotion and/or tenure during the 2025-26 cycle.
 - This fall, UF is beta-testing the FEA system and making changes based on faculty feedback to facilitate a smooth launch.
 - Faculty feedback on inaccuracies or missing information is critical as UF integrates our internal UF data into FEA this fall. Ultimately, the fully developed and rigorously tested FEA system will hopefully streamline the process of faculty compiling and completing their promotion and tenure packets and materials for annual evaluations.
 - The Provost's Office invited the council to provide feedback via early access to the beta version of FEA. Members choosing to assist were asked to log into FEA and review the institutional data loaded into their profiles to check for accuracy and completeness.
 - Members were provided a link to an error tracking form and the Beta site. Sections available for review include Courses taught and Course evaluations, Publication data, and Grant information.
 - The system is much more user-friendly than the previous system.
- **Rec Sports** The open office hours held by the directors of Rec Sports this summer had meager attendance. Bre asked about the possibility of having a pool only membership versus a gym only membership and the logistics of it are very difficult. A paid membership for using facilities is not new; it has existed for a long time. Lake Wauburg is free to access by faculty and staff but requires fees for items used there. UF has somehow been absorbing the cost of supporting recreational sports facilities. New membership fees are lower than before. At the end of the meeting some alternative options were discussed such as

supplementing the cost of the RecSports membership with our health insurance plans (Brook to look into this), having RecSports membership be an option for the long term faculty gifts (Chris and Brook to discuss), or possibly a scholarship for faculty/staff who are in a severe financial hardship.

Notes from Faculty Senate Chair Sarah Lynne provided by email on 07/03/2024

MEMBERSHIP INFORMATION

- Membership has historically been required for faculty (and all non-students) to access the recreation centers on campus (Southwest Rec Center and Student Rec & Fitness Center).
- Access to the campus pools was “free” for faculty, as were outdoor intramural sports (flag football, outdoor soccer, softball, etc.).
- Beginning July 1, 2024, pool access and outdoor Intra Mural sports require a membership.
- Membership prices for faculty (under the UF Community & Spouse/Partner membership category) have been reduced in this new model.
 - Now \$50 for 1 month (previously \$60)
 - Now \$150 for 4 months (previously \$150 for 3 months)
 - Now \$350 for 12 months (previously \$400/year).
- Day Passes will be available (for access to rec centers, pools, Lake Wauburg, and outdoor IM Sports) for faculty to purchase for \$15 per day. This includes access to all RecSports facilities for the day.
- Lake Wauburg will remain “free” for Faculty members (including Emeritus)
 - Guests of faculty (over three years old) will be charged \$3 to enter the park.
 - Individual guests of faculty may purchase an annual pass for Lake Wauburg for \$15
 - “Families” (groups of up to 4 people) of faculty may purchase an annual pass for Lake Wauburg for \$45.
- Boats at Lake Wauburg were previously “free” (canoes, kayaks, pedal boats, stand-up paddle boards, etc.)
 - Beginning July 1, 2024, faculty are now charged \$10/day for a boating pass.
 - Faculty may also purchase an annual boating pass for \$40.
 - Faculty members with a RecSports membership will not be charged for boating.

7. Adjournment

The meeting adjourned at 4:18 p.m.

Minutes Submitted by Welfare Council member Amelia Dempere.