

Welfare Council Minutes
Friday September 6, 2024
0930 a.m.

***202 Tigert (Business Affairs' Conference Room)**

*or, if needed, via Zoom:

<https://ufl.zoom.us/j/97084453013?pwd=HFxN5OZ49pNOYYbjPbsUZcqGZChlnp.1>

Meeting ID: 970 8445 3013 Passcode: 086347 Dial in: +1 305 224 1968

Present: Breann Garbas, H  l  ne Huet, Amelia Dempere, Lauren Berkow, Sarah Lynne, Sean Trainor, Crystall Marull, Laurie Bialosky, Chris Flowers Hass, Brook Mercier, Raymond Issa, and Heidi Radunovich.

1. **Call to Order** - Breann Garbas, Welfare Council Chair
- Council Chair Breann Garbas called the meeting to order at 9: 30 a.m.
2. **Approval of April 23, 2024 Minutes**
- The minutes were approved
3. **Review of [2023-2024 Annual Welfare Council Report](#)** - Breann Garbas
- Dr. Garbas reviewed the report from last year. In 2023-2024, the Welfare Council discussed Post Tenure Review (PTR); Faculty Recognition of Milestones; Community Spaces/Faculty Clubs; Paid Leave/Simplified Leave; Turnover Data; and Exit Survey. Dr. Garbas provided an update regarding the Community Spaces/Faculty Clubs: President Fuchs has received a lot of funding requests so we don't know if our application will be funded and if it is, when that would happen.
4. **Update of the [May 5, 2022 Presidential Qualities Resolution](#)** – Sarah Lynne
- Council discussed updating this resolution for the upcoming presidential search. Dr. Lynne is bringing this resolution to all the Councils for potential edits. The goal is to have a revised resolution for the October faculty senate meeting.

Council discussed how to make the resolution stronger, looking at which items would be a must, which ones are more objective and concrete ideas, and which ones are more subjective, especially since many Faculty felt the resolution was largely ignored during the last presidential search.

It was agreed that the top 4 items on the resolution cover everything and that items 5 through 10 should be removed.

A brief discussion followed on the composition of the presidential search committee and the need for more transparency moving forward.

5. UF's 12 weeks of paid leave status follow up issues – Brook Mercier, Assistant Vice President, UF Human Resources (HR)

- Simplified leave not requiring 40 hours
 - Paid parental leave for new employees-best practices, equity across departments
 - Child Care issues: Baby Gator reservation fee update from last meeting
- Council discussed that UF HR is looking into expanding paid family leave from 8 to 12 weeks, though this would be subject to bargaining for in-unit faculty. Meanwhile, the use of 80 hours to be able access paid medical leave is not going to change. As for Baby Gators, the Board of Trustees is talking about expanding access, opening more spots and modernizing the facilities.

Council also discussed the recent news about United Healthcare and UF Health, with United Healthcare cutting UF Health from in-provider network. The big impact for UF faculty would be for the Jacksonville UF employees, but the impact should not be felt as much by the students.

Dr. Huet asked about the possibility for UF HR to create a leave pool, similar to the sick leave pool, but that could be used by employees in case of an emergency, not necessarily illness-related, but there are restrictions at the federal level which would make something like this not possible. There was also a discussion about the bereavement policy and the need to improve it.

6. Council Chair election for Spring 2025

- Dr. Garbas is leaving UF in January and is unable to complete her council chair term (through April 2025). Elections for the Spring 2025 council chair will take place during the next meeting in October.

7. Update from Contributing Chairs

- **Academic Freedom, Tenure, Professional Relations and Standards (AFTPRS) Committee Update** – Ray Issa, AFTPRS Chair
 - Dr. Issa reported that the AFTPRS in conjunction with a Spring 2024 case Hearing panel has submitted amendments to Bylaw 7 to the Senate Constitution and Regulations Committee (CRC). The amendments are intended to clarify certain procedural requirements to improve the hearing process. The CRC met on 4 September 2024 to consider the changes and will meet again on 6 November 2024 to finalize the changes.
- **Compensation & Equity Committee Update** – Sean Trainor, Compensation & Equity Committee Chair
 - Dr. Trainor reported that the Committee is working on establishing annual processes instead of coming up with new resolutions as they have in the past.

The rolling multi-year contracts is still an ongoing issue as it's hard to keep exact numbers on who is on a rolling multi-year contract. The Committee will continue working on the exit survey and turnover data. Salary data was sent to the Deans around campus and the Committee will request that data to take a look at it.

8. Old Business

- [University-wide Milestones/recognitions](#) – Brief discussion with Brook Mercier, Assistant Vice President, UF Human Resources (HR)
 - i. CH was to bring some additional proposals to this group from past meeting notes
 - ii. Do we have data on yet on different cohorts for recognition?
 - iii. Discussion from Senator at first meeting about enhancing awards for instructors in addition to the tenured faculty

- Council discussed the milestones/recognitions proposition and agreed that being recognized would help make people feel more valued, especially since faculty who have been at UF for a long time have not received any recognition. Chris Hass and Brook Mercier will need to discuss this document in depth and figure out the cost estimates. Council agreed that it's important to have uniformity across campus and that some suggested items with a low value (such as the bookstore gift cards) were maybe not such great ideas.

[Strategic funding request for communal faculty spaces](#)-Is this dead following resignation former Pres. Sasse?

- Council discussed that President Fuchs is reviewing a lot of funding requests so, while this is not dead, it's in a huge pile of requests and it will be some time until we hear back.

- **Post Tenure Review Updates**

- Council discussed the possibility of enhancing awards for instructors, maybe increasing the number of awards or increasing the amount awarded, as the \$10,000 bonus for tenured faculty going through PTR and exceeding expectations is not available for NTT faculty.

2024-2025 faculty members going through PTR should be picked by October with the process starting in February.

There was a discussion about PTR data and how departmental criteria were created. Very few units accepted the initial metrics provided to departments and most

departments revised and came up with their own criteria.

9. New Business - Open Floor

- Alignment between Annual Review, P&T, and PTR processes
- Multiple requests for data driven process information from Senate floor
- Minutes Rota for Fall 2024

- Chair Garbas noted that alignment between Annual Review and the PTR process is a critical relationship and Chris Hass agreed that this is a must happen event. In regards to the P&T Process, guidance has been sent to the departments regarding necessary changes for the P&T process that would align all three of these steps as well but it is up to the departments to take up these steps. As reported in the Senate meeting and discussed in Council, there were issues with the PTR process with faculty not meeting expectations for several years and this continuing in the PTR event. What happens with them at the department level needs to be addressed at the department level.

- Dr. Dempere noted that many Senate members were requesting information from peer institutions regarding what type of support tenured faculty members received once they are tenured in terms of staffing, technical, etc. Consensus was that this information would be very difficult to obtain but the request is noted.

- Chair Garbas asked for volunteers for each meeting for the minutes rotation and noted an email request would be sent out shortly after the meeting along with the minutes template. This will avoid the council having to ask at the beginning of each meeting and having a delay.

10. Adjournment

- The meeting adjourned 11:02 am.

Minutes Submitted by Welfare Council member H  l  ne Huet and Breann Garbas