

## **2018-2019 Report for Welfare Council**

The Welfare Council advises the Senate Chair and the Steering Committee on matters that support, encourage, define, and evaluate the quality of faculty and retention of faculty members, including faculty rights and academic freedom; faculty benefits and compensations; faculty diversity; and programs that improved the quality of faculty life.

For 2018-2019, the Welfare Council focused the majority of activities around mentoring and faculty onboarding. Below is a summary of items discussed and accomplishments.

### **Faculty Onboarding**

The Office of Academic Affairs undertook an overhaul of the faculty onboarding process. Members of the Welfare Council served on two advisory groups to meet with the OAA to review and revise documents given to chairs and new faculty about how to successfully bring in new faculty members. Checklists and advice for chairs and new faculty were developed and finalized in conjunction with OAA.

### **Mentoring**

This past year has seen an increased focus on mentoring at all levels at the University of Florida, in particular foci have included diversity and cohort building. The Council discussed mentoring topics throughout the 2018-2019 year. It was acknowledged that mentoring of faculty at the Associate and Full ranks are also important. In discussions, the Council recommended a central website for mentoring and onboarding, which is crucial to success of both. The Council also worked with the College of Liberal Arts and Sciences in revising their mentoring guidelines and has been collecting the mentoring guidelines for all colleges at UF.

As part of the wider mentoring discussions, the Council noted the abundance of faculty titles and that not all faculty are treated equally among other faculty colleagues in the university. The Council suggests that mentoring guidelines be revised to also include those in non-tenure accruing positions.

### **Benefits and Compensation**

The Council brought to the Faculty Senate Steering Committee a new committee charge for the Compensation Committee, which is overseen by the Welfare Council.

The current charge is: "The committee shall evaluate and report on compensation relative to peer institutions, raise results and salary structures at the University, and make recommendations with respect to raise procedures at the University."

The new proposed charge is: "The Compensation Committee investigates matters of compensation, including but not restricted to, salary and benefits. Its agenda is established in conjunction with the Welfare Council to which it reports."

With this expanded charge, the Compensation Committee can work with UFHR to provide important advice and guidance on benefits for faculty. The expanded charge also takes a more holistic approach to compensation rather than merely focusing on salary. This was unanimously supported by the Welfare Council as well as by Jodi Gentry, VP for HR and Chris Hass, Associate Provost.

### **Consensual Relationship at Work Policies**

In 2017-2018, UFHR began discussions to create a consensual relationships at work policy along the lines of the Stanford model. This would prohibit sexual or romantic relationships between undergraduates and faculty regardless of academic discipline, department, or college affiliation, and sexual or romantic relationships between faculty and graduate/professional students when both parties are affiliated with the same field, degree program or department and in which the faculty member directly or indirectly exercises academic, evaluative, or supervisory authority over the student.

This proposed regulation was heavily favored by the Welfare Council who felt it was long overdue. The regulation was approved by the BOG in May 2019.

### **Faculty Diversity**

Diversity has become a flash point on campus and initiatives on faculty diversity are crucial to the success of UF. The Council heard from Antonio Farias and applauded his efforts to have UF join the National Center for Faculty Development and Diversity (which UF did later in the year). The Council also drafted and proposed a resolution in support of international faculty, staff and students, which was passed by Faculty Senate on May, 9, 2019. The resolution reads:

Whereas Non-United States citizens contribute to the diversity and academic excellence at the University of Florida

Whereas President Fuchs stated in his November 15, 2018 Senate report that welcoming people from around the world is critical to our nation's prosperity and to the education of all of our students

Whereas Faculty Senates at our peer institutions have passed resolutions formally recognizing the importance of supporting international faculty, students staff, and scholars

Whereas the University of Florida is dedicated to fostering a caring community that provides leadership in a diverse, multicultural world

Therefore, be it resolved that the University of Florida Faculty Senate affirms the University of Florida's commitment to a diverse and inclusive community which supports our international faculty, scholars, students, and staff.

### **Review of SCORS Proposal**

The Council reviewed and provided comments for the collaborative scholarship proposal from the Research and Scholarship Council (SCORS). The Council affirms that collaboration in scholarship is highly important and would like to see more emphasis on collaboration in the university's tenure and promotion packets.

**Election of Chair:**

Suzan Alteri (Associate University Librarian) and Yolanda Goode (Extension Agent III) were elected as chairs of the Council. Alteri will serve for the fall 2019 term and Goode will serve for the spring 2020 term.

Suzan Alteri  
Welfare Council Chair  
Associate University Librarian  
Special and Area Studies Collections