

**Welfare Council Meeting Minutes**  
**11/14/2019, 8:00 a.m.**  
**Library East Conference Room**

*Building opens at 8 a.m.; Laurie will be in Lobby by at least 7:45 a.m. to open door*

**Zoom information:**

<https://ufl.zoom.us/j/543817874>

**Dial by your location:**

+1 646 558 8656 US (New York)

Meeting ID: 543 817 874

**Skype for Business:**

<https://ufl.zoom.us/skype/543817874>

**Present:** Kalen Manasco, Colson Douglas, Suzan Alteri, Sean Trainor, Sarah Lynne, Chris Hass, Laurie Bialosky, Joe Riley, Ray Thomas, and Jennifer Munoz Pareja.

**1. Call to Order**

-The meeting was called to order at 8:02 a.m.

**2. Approval of October Minutes**

-The minutes were approved.

**3. Report from Chair (Suzan Alteri)**

**a. Updates from Steering Committee**

-UF hosted the Board of Governors Trustee Summit. As part of the Summit, a UF video highlighted faculty and student activities and included Chair Hosseini, BOG Chair Lautenbach and Governor DeSantis' remarks. This is available on the Florida Channel in the video library at <https://thefloridachannel.org/videos/10-29-19-remarks-of-governor-ron-desantis-at-the-2019-florida-board-of-governors-trustee-summit/>. The Faculty Senate Secretary will email the video link to members today.

**b. Update on report to Research & Scholarship re: mentoring**

-Council Chair met with the Faculty Senate Research & Scholarship Council to provide an overview of the mentoring items this council has been discussing and addressing, including efforts to obtain a single, central, and university-wide web page for mentoring at UF. Colleges' mentoring guidelines, university-wide research-related mentoring information, and relevant articles of interest could be linked from this home web page.

-Council chair also discussed [The Mentor Academy](#) led by Dr. Roger Fillingim, and efforts for mentoring uniformity. [International Mentoring Association \(IMA\)](#) was also referenced as a resource for undergraduate, post-doc and faculty categories

of mentorship.

-Such resources can help faculty mentorship accountability, which has also been identified as a student concern.

-A new mentoring course is being offered for faculty onboarding.

**c. December & Spring meeting dates**

-Council will meet in January due to council members' December schedule conflicts. The Faculty Senate Secretary will forward a When2Meet poll to members and will email confirmed Spring meeting dates.

**4. Election of Spring 2020 Welfare Council Chair**

-A council chair is needed. Suzan agreed to open the January meeting while she is on Spring 2020 sabbatical.

**5. Presentation/discussion about 2015 Climate Survey and impacts/changes**

-UF's [Green Dot Program](#) and [Green Dot Faculty Toolkit](#), presented to Faculty Senate in the Spring, are helpful resources. A suggestion was made to invite a speaker from the division of Student Affairs to address council on this topic in the Spring.

- [The Student Experience in the Research University \(SERU\)](#) survey data may also be helpful to review.

-The Faculty Senate Secretary will send links of the full Climate Survey reports today to members:

-2015 survey: <https://www.aau.edu/key-issues/aau-climate-survey-sexual-assault-and-sexual-misconduct-2015>

-2019 survey: <https://www.aau.edu/key-issues/campus-climate-and-safety/aau-campus-climate-survey-2019>

-The Climate Survey is sent periodically to students by AAU universities. Survey participation rate has increased significantly.

-The rate of sexual assaults across all Association of American Universities (AAU), which includes UF, have increased since 2015.

-Is there more faculty can do for freshman, who may be more affected and vulnerable than upperclassman who are not as new to an independent, university environment? It was agreed faculty need to do a better job messaging that faculty care.

-Incivility and bullying are also topics of concern.

-The full UF report is available at:

<https://news.ufl.edu/media/newsufledu/documents/University-of-Florida-Report-Appendices-10-10-2019-rev.pdf> and is a detailed report about the student responses specific to UF.

-Earlier this year, council was asked to review accomplishments made since distribution of the 2015 Campus Climate Survey for faculty and staff. In this survey, it was noted that there is a climate of bullying and intimidation among faculty and staff, particularly faculty to staff, but also faculty to faculty.

-Council will explore how faculty can assist with combating sexual violence and sexual harassment on campus in the coming year. A few statistics from the survey that could inform council's work include:

The percentage of students who reported that they were very or extremely knowledgeable about how the University of Florida defines sexual assault and other misconduct is a mere 31.3% (Table 2.2). Among Undergraduates, 29.2% of women and 34.5% of women reported that they are very or extremely knowledgeable.

Among graduate and professional students, 27.8% of women and 34.4% of men reported that they are very or extremely knowledgeable.

45% of students reported some form of sexual harassment

6.1% of undergraduate students and 23.5% of graduate/professional students reported sexual harassment by a faculty member

This means that the majority of students on campus do not understand the definition of sexual assault at the University of Florida. In terms of sexual harassment, 23.5% of graduate/professional students report sexual harassment by a faculty member, which is almost a quarter of UF's population.

## **6. Discussion of Faculty Prize money**

-Discussion was held regarding the need to differentiate between faculty entering into a prize contest versus being awarded a prestigious prize, such as a Nobel or a MacArthur Fellowship, when university resources and time are being consumed for either.

-Incentivizing faculty and the relationship of intellectual property rights, patents, and the university were discussed, as well as student involvement in intellectual property.

-[UF's intellectual property guidelines](#) are available for review and were circulated in past faculty newsletters.

## **7. Old Business**

-Council and the Faculty Senate Chair have asked Stephanie Gray, Asst. VP & Director of Division of Sponsored Programs, Office of Research, and the General Counsel's Office to provide clarification regarding the discrepancy between UF Directives, and any relevant regulations, to the policies of grant-funding agencies, such as the National Institutes of Health (NIH), for reimbursement of childcare costs when traveling on official business. Some state guidelines appear to consider childcare a personal expense so council is interested in learning if either university or state regulation prohibits or restricts such payments or making this as a policy. Care for a dependent, or a chronically ill parent or child should also be a consideration in reviewing policies and options. There is a need for a clear and uniform policy which could maximize such benefits for faculty as caregivers.

- VP Gentry will provide a family leave policy overview to the Compensation Committee at a fall meeting.

**8. Adjournment**

-The meeting was adjourned at 9:09 a.m.