

Welfare Council Meeting Minutes
9/12/2019, 8:00 a.m.
Library East Conference Room

Zoom information:

<https://ufl.zoom.us/j/554433496>

Dial by your location

+1 646 558 8656 US (New York)

Meeting ID: 554 433 496

Skype for Business:

<https://ufl.zoom.us/skype/554433496>

Present: Suzan Alteri, Laurie Bialosky, Colson Douglas, Ray Issa, Yolanda Goode, and Ray Thomas.

1. Call to Order

The meeting was called to order at 8:05 a.m.

2. Introductions

Council members were introduced.

3. Approval of April 11, 2019 Minutes

The minutes were approved.

4. Report from Chair

- a. Updates from last year were made.
- b. Onboarding launched: <https://hr.ufl.edu/manager-resources/recruitment-staffing/hiring-center/best-onboarding-practices-for-leaders/> . Mentoring has been discussed in council for the past several semesters and Associate Provost of Academic and Faculty Affairs, Chris Hass, is working on finding a 'home' mentoring web page. SCORS Chair Hannah will contact the Welfare Council Chair for mentoring updates as this council has also expressed an interest in this topic.
- c. Faculty Senate Chair Ray Thomas shared feedback he received from faculty that the UF Human Resource's enrollment and benefits virtual guide and counselor, 'Alex' is serving as a very helpful and informative tool in assisting with enrollment and benefits navigation and options.
- d. The next council dates are 10/10 and 11/14.

5. Discussion about incivility on campus and 2015 Climate Survey

- a. <https://news.hr.ufl.edu/news/town-hall-meetings-open-forums-faculty-staff-climate-survey/> The Faculty Senate Secretary will contact the President's Office to verify that the climate survey links are in working order.
- b. Ideas on follow-up include:
 - Is a civility statement on the syllabi, similar to the way the honor code is mentioned, an effective way to approach this topic?
 - Explore if Dr. Fuchs addresses the students via video for faculty evaluations or if this is done only on the first day of class.

6. Update from Compensation Committee

- There was no September report/representation from the Compensation Committee.
- Council supported the new Compensation Committee charge created in the last academic year to allow review and discussion of all benefits and not just salary compensation. Compensation Committee updates to the Welfare Council will be essential to the committee's function and agenda-setting.
- Discussion was held regarding compensation based on teaching and its effectiveness when the student evaluation response rate is low. Overall, response rates have increased over time due to targeted university-wide efforts.
- Discussion was held regarding the need to demonstrate a strong research and teaching record to move from an Assistant to an Associate faculty title, as well as discussion that moving from an Associate to a full Professor/faculty title typically has a heavy emphasis on metrics weighing a faculty member's contributions to the university. Faculty awareness of these items at their time of hire would be helpful, so mentoring plays an important role, particularly in being aware of individual faculty assignments and expectations of what skills/knowledge will ultimately need to be demonstrated for promotion and or tenure.
- Ensuring a smooth transition for new faculty hires was discussed, including effective timing of start-up packages and employment contracts which would aid a smooth purchasing process and timeline for new faculty in need of purchasing (and possibly being reimbursed) for essential start-up equipment and tools.
- Some of the above items may be addressed via the coordination of university-wide onboarding efforts and via new diversity initiatives.

7. New ideas for the 2019-2020 year (brainstorm)

- The Faculty Senate Chair asked council to examine the issue of how to implement a system of paid parental leave this academic year and consider: implementation at the department and unit levels; leave durations; and leave options and considerations, such as the following examples: release from teaching for a semester vs. leave with full time off vs. a suspension of an individual's research program vs. no teaching but continuation of an individual's research, etc. One approach may be similar to a sabbatical if you have two employed parents. Another consideration is differentiating between the challenges and equities of a large vs. a small dept. how do we create release time and what format does that take?
- A second and primary council agenda item for this academic year is formulating a report of needs and contemplating how to make BabyGator a showcase facility. The Faculty Senate Chair has met and participated in a facilities tour with BabyGator Director, Stacy Ellis, and is also reaching out to the Welfare Council to assist with this issue.

8. Adjournment

The meeting was adjourned at 8:49 a.m.