

Joint Meeting Welfare and Research & Scholarship Councils Minutes
April 12, 2013 10 a.m., 226 Tigert

Attendees:	Rich Segal	Henry Frierson
Galia Hatav	Stephanie Gray	Paul Mueller
Deanna Pelfrey	Marie Zeglen	Alexandra Rudolph
Mindy Menn	Joy Chambers	Michelle Mack
Mirka Koro-Llungberg	Jen Hubbs	Monika Ardel
Azra Bihorac	Chris Hass	

Deanna Pelfrey, Chair of Welfare Council, called the meeting to order at 10:02 am. She explained that the chairs of both Councils agreed to have a joint meeting since both councils are working on a similar topic: Gender Equity. She thanked everyone for adjusting busy schedules to make this meeting possible.

On motion by Galia Hatav, seconded by Chris Hass, the Welfare Council unanimously approved the March minutes.

On motion the Research and Scholarship Council approved the March minutes.

Gender Equity – Azra Bihorac

In June 2012, SCORS was asked to assess the status of female faculty specifically in research and Welfare was asked to look at issues of gender equity for faculty members who are on tenure track. This information hasn't been accumulated or reviewed in approximately 10 years. The Councils were asked to investigate the attrition rate for women vs men and for minorities. Marie Zeglen and Stephanie Gray were invited to present statistical data at UF on this subject.

- [Retention of Faculty Hires](#) - Marie Zeglen, Assistant Provost & Director, Institutional Planning
 - Marie looked at new faculty hired from 2005 – 2011.
 - She noted that there is a 12% drop in retention rate for women from the first to second year after hired. Marie is unsure about the reason.
 - Marie tried to look at race/ethnicity however the numbers were too small to evaluate.
 - Exit interviews are not centralized. Some are in Human Resources and others in the departments and colleges.
 - Marie suggested that in order to get more information and larger numbers to work with, the Council might try and get a list of the women faculty who have left UF and survey the group.
- [Women and Minorities](#) – Stephanie Gray, Director, Sponsored Research
 - Stephanie tried to pull sets of data on graduate students and post docs. This was difficult as many graduate students are hired as OPS.
 - The longer the student stays at the institution the more likely they are to get grants.
 - We confer many graduate degrees on international students.
- What's next? The Council members agreed
 - There are substantial costs to the institution involved in hiring a faculty member and this investment is lost when faculty members are not retained.
 - Review the existing data and seek additional information about the retention rate of women and minorities on tenure track at UF.
 - If specific retention challenges are identified, an opportunity will exist to find solutions make improvements where needed.

- Bring the data presented by Marie Zeglen and Stephanie Gray to the Steering Committee and ask the Committee's advice about next steps.
- Because there is no formal approach to exit interviews and most are conducted at the department chair level, the Councils should seek the help of the College Councils to poll department chairs on the topic of women and minorities who left UF and what were the reasons.
- Identify the tenure track female and minority faculty members who have left UF in the last five years and survey them about the reasons for their departure.
- Research what is happening at other peer institutions regarding retention of women and minorities who are on tenure track.
- SCORS and Welfare should continue to work together and schedule another joint meeting in Fall 2013.

The Joint Council Meeting adjourned at 11:35 a.m.

Welfare Council reopened its meeting at 11:35 a.m.

University Ombudsman - Deanna Pelfrey

In advance of our meeting, Paula Fussell (human resources) reviewed the draft and offered suggestions to comply with existing university policy. And, Barbara Wingo (legal) reviewed the draft and offered suggestions to comply with necessary legalities.

Welfare Council reviewed and discussed the latest draft of the job description for the ombuds position. Barbara Wingo joined the Council meeting by conference call to answer any questions that may arise. The Council suggested several changes to the draft job description. On motion by Galia Hatav and seconded by Michelle Mack, the Welfare Council unanimously approved the ombuds position description as edited and asked that it be taken to the next Steering Committee meeting.

The Welfare Council meeting was adjourned at 12:05 p.m.