

**Welfare Council Meeting Minutes  
February 8, 2013 10 a.m., 226 Tigert**

<b>Attendees:</b>	Marc Heft	Sue Alvers
Deanna Pelfrey	Galia Hataf	Abe Goldman
Chris Hass	Paula Fussell	Aubrey Oylar
Glenn Good	Monika Ardelt	

Deanna Pelfrey called the meeting was called to order at 10:07 am.

Minutes were approved with one revision.

**Total Picture Faculty Evaluations** – Glenn Good

Dean Good gave a presentation on faculty evaluations from the peer perspective. Peer evaluations can be controversial; some faculty are concerned about revenge if they give constructive criticism to a co-worker. The culture of the department has much to do with whether constructive evaluations will work. An outside faculty consultant could be invited to facilitate faculty peer evaluations. This person doesn't need to be from outside the university but rather could be from another department or college. Evaluation processes used for both tenure-track faculty and lecturers was discussed as these positions and the expectations are quite different from each other and vary greatly among the different colleges at UF. A lengthy discussion ensued about peer evaluations, 360 evaluations, and best practices. Monika Ardelt will seek additional information on best practices and report at our upcoming meeting.

**University Ombudsman**- Abe Goldman

Abe reported on his ombuds research. He noted that the most recent online example is from Ohio State University. It was noted that in reviewing the documentation many faculty ombuds at other universities are emeritus faculty.

- Abe made a motion and Galia seconded to request that the university create a faculty ombuds position. This motion was passed.
- Abe made a motion and Galia seconded to write a description and role for the faculty ombuds position.

Paula will work with Abe to write a job description so that it can be brought to our next meeting for consideration before going to the Steering Committee.

**Faculty Competitive Retention and Recruitment** – Chris Hass

- Has heard that the university is having a difficult time retaining mid-career faculty because it does not have the funds to be competitive. Hopefully, the projected new funds from the legislature will come through.
- Deanna noted that a new faculty singles group that was recently formed seems to be well received. In fact, several single faculty who have been at UF for a while are asking if they can join the group.

**Living Well** – Deanna Pelfrey

- Cassie Macias is scheduled to attend the March meeting. Cassie has numerous ideas for increasing the breadth and depth of the Living Well program at UF. The Steering Committee requested our Council to meet with her to explore these ideas and mechanisms seeking support from the faculty.

Meeting was adjourned at 11:55 a.m.