

**Welfare Council Meeting Minutes**  
**January 18, 2013 – 10 a.m., 226 Tigert**

<b>Attendees:</b>	Monika Ardelt	Michelle Mack
Deanna Pelfrey	Galia Hataf	Kathy Long
Frank Bova	Chris Hass	Abe Goldman

The meeting was called to order at 10:03 am by Chair, Deanna Pelfrey.

The minutes of the December 2012 meeting were approved unanimously with one revision.

The potential Ombuds position was discussed. Abe Goldman provided some updates. The other top publics (i.e., Michigan, UNC, California system) appear to have faculty Ombuds. Questions were raised whether these places also have faculty senates, bargaining units, etc. The Michigan Ombuds mission statement was reviewed. The potential different role of Ombuds and the union and HR were discussed. The committee in principle agreed with idea of an Ombudsman. By consensus, it was agreed the position would be a mediation type position. A motion was approved unanimously to continue pursuing this as an option for UF.

Action item: inventory information on peer programs. Look at similarities at others with respect to roles, size, etc. and potentially initiate discussion with the UF Union.

Total Picture Faculty Evaluations: Kathy Long reviewed an historical perspective of work done by the Welfare Council with respect to a total picture evaluation. The Council discussed issues with respect to fair evaluations of pre-tenure, tenured clinical instructors, lecturers, and non-tenure track faculty. Concerns were raised with respect to what level of intervention on a department, college, and university level exists. We will gather specific examples of evaluations for lecturers and clinical instructors. It was agreed that the Council will review best practices at UF, including the approaches used in education, music, health, and nursing. Glenn Good will attend our February meeting to provide insights.

We will invite Donna Craig and Mary Ann Ferguson to an upcoming meeting of the Council to provide historical background on the issue of gender equities.

Meeting was adjourned at 12:02 pm.