

Welfare Council Minutes
February 6, 2014 12 p.m. (Noon) 226 Tigert

Attendees:	Galia Hatav	Paula Fussell
Sue Alvers	James Maruniak	Steven Benton
Chris Hass (via phone)	Abe Goldman	
Sherry Benton	Angel Kwolek-Folland	

Galia Hatav, Chair of Welfare Council, called the meeting to order at 12:06 p.m. January 2014 minutes were approved.

Chair's Report – Galia Hatav

- Galia reported that at the last senate meeting, the Provost announced that the university will create a part-time faculty ombuds position. Plans are to hire retired faculty. Paula Fussell is heading the search.

Faculty Lounge – [Chris Hass](#) and [James Maruniak](#)

- Chris and James distributed models of faculty lounges at other universities. Chris noted that he was surprised as to how common they are.
- Angel stated that Curtis Reynolds (VP Business Affairs) discussed a faculty lounge with Win Phillips (COO). Both are supportive of the concept.
- Suggestion: The Council should find out what faculty want and then give some suggestions to Mr. Reynolds. It is important to make it self-sustaining.
- Chris and James will work on a draft faculty survey to find out what faculty want.

[Administration and Student Evaluations of Courses](#) – Steve Benton, IDEA Education

- Administration Evaluation
 - Steve Benton is a Senior Research Officer with Idea Education. Many UF colleges use IDEA for their administrator evaluations.
 - IDEA Education discontinued the Dean's survey because they found that dean positions are so diverse. It's difficult to create an instrument that can be used by all deans. However, they do have a chairs survey.
 - There is a high turnover rate nationally for department chairs of three to five years.
 - Never use the IDEA Education survey as the only information for evaluation. Other things like graduation rate, retention, fiscal resources, physical resources, self-studies and student outcomes should be considered. It is also a best practice to not use the survey annually.
- Student Evaluations of Courses
 - It is important to not give power to student evaluations. Students are not qualified to evaluate, but surveys can be used as feedback to improve a course.
 - Scores should be adjusted to compensate between large and small classes.
 - Surveys should be compared to other faculty in the same field.

The Welfare Council meeting was adjourned at 1:37 p.m.