

Welfare Council Minutes
September 5, 2013 12 p.m. (Noon) 226 Tigert

Attendees:	Angel Kwolek-Folland	Michelle Mack
Galia Hatav	Karen Whalen	Paula Fussell
Sue Alvers	Sherry Benton	

Galia Hatav, Chair of Welfare Council, called the meeting to order at 12:04 p.m. Introductions were made and the May 2013 minutes were approved. Galia noted that the agenda item on the ombuds would be postponed until October's meeting.

University teaching/advising award - Angel Kwolek-Folland

Angel asked for feedback from the Welfare Council on a new configuration for the University teaching/advising award. At the moment, there is one award that is open to both professional academic undergraduate advisers and faculty advisers. Bernard Mair and Angel are proposing to split this one award into two – one for professional advisers and one for faculty advisers. Feedback from the council was positive. Angel will report back to the council after the new award system is completed.

Maternity Leave - Paula Fussell

In response to a request to review the new maternity leave policy, Paula Fussell gave a brief history on how the new leave policy came into existence. Originally, the university allowed six months if you were having a child. The new parent's position was held for that person with pay or without pay. This was more than the federal leave act required. Back in 2005-2006, the university did not have a "parental leave policy". Faculty would have to use their leave, however this became a problem for new faculty. The university developed a three year trial parental leave program where faculty who are expecting a baby would receive a semester of maternity leave. This proved to be a financial burden to departments and colleges. When HR researched the university's peers, it found that many do not provide parental leave. Instead, faculty were provided six weeks of leave, using their vacation and sick leave. For new faculty, they may apply for advanced leave. Faculty have six years to pay back advanced leave. Paula reminded the council that this new policy was vetted through the Welfare Council and the Faculty Senate. Once the union contract is ratified, then department chairs will receive training on the new policy. With the council's approval, Paula will contact Abe Goldman to clarify the change and answer his questions. She also noted that this will soon be in the HR newsletter.

Leave Payouts – Paula Fussell

Galia received request for Welfare Council to review a sick leave system at University of Wisconsin-Madison to see if it would work at UF. At UW-M, when faculty retire, they are permitted to retain their accrued sick leave by rolling over the cash value into an account to pay their health insurance premiums after retirement. Paula Fussell reviewed the history of how UF decided on the current policy starting with the Legislature requiring state employees to pay 3% to their retirement. In order to restore that 3%, UF restructured the benefits by eliminating the unused sick leave, reduce vacation payout to 200 hours and reduce the maximum vacation leave annual accrual from 480 to 352 hours for out of unit faculty (except for faculty who formally retire by June 20, 2016). With the Welfare Councils approval, Paula will contact Tom Vickroy to discuss his suggestion.

Project for 2013-2014 – Galia Hatav

Galia reviewed the [2012-2013 Council report](#) given by Deanna Pelfrey (past chair) with the council who decided that they will work on the following issues for 2013-2014:

- Ombuds position (for October meeting)
- Promotion and retention rate
- Women and Research (to meet with SCORS)
- Peer Evaluations – Contact Dean Glenn Good and also the Academy of Distinguished Scholars
- Gender Equity

The Welfare Council meeting was adjourned at 1:20 p.m.