

## **MEETING AGENDA**

### **Welfare Council**

November 7, 2013, Noon – 2 p.m.

Tigert 226 (President's Conference Room)

**\*\* Bring your own lunch \*\***

(if you wish)

## **AGENDA**

1. Welcome - Galia Hatav
2. Approval of October 2013 Minutes – Galia Hatav
3. Proposal to Expand and Reorganize the APB
4. Teaching Evaluations
  - a. Karen Whalen
  - b. Michael E. Kane
  - c. Paula Golombek

**Welfare Council Minutes (DRAFT)**  
**October 10, 2013 12 p.m. (Noon) 226 Tigert**

<b>Attendees:</b>	Angel Kwolek-Folland	Abe Goldman
Galia Hatav	Sherry Benton	Chris Hass
Sue Alvers	Michelle Mack	Renee Goodrich

Galia Hatav, Chair of Welfare Council, called the meeting to order at 12:02 p.m. Introductions were made and the September 2013 minutes were approved.

**Ombuds Report-** Abe Goldman

- Several committee members met with Provost Glover in August to discuss the ombuds position
- Provost Glover raised a number of issues.
  - Even though many of our peer institutions have an ombuds, there are only two other universities that have faculty unions. UF's bargaining unit usually handles grievances at the moment. It was pointed out that this position is more a mediator than an arbitrator
  - Sunshine Law – This law doesn't apply to students; however anything written would be under the public records law.
  - The bargaining unit has limited time to start grievance procedures if a faculty member wishes to go that route. Taking an issue to the ombuds might cut into that time.
  - Who will the ombuds report?
- As of October 10, Provost Glover and President Machen have both been out of town, so they have not been able to discuss the ombuds position.
- Provost Glover gave the ombuds draft document to Angel Kwolek-Folland to review. Angel forwarded the draft to the UF's chief negotiator for his opinion. So progress is being made.

**Faculty Review of Administrators** – Renee Goodrich, Chair, Academic Policy Council

- Renee is visiting the Welfare Council to see if Welfare and Academic Policy Council should meet this year. Notes left from last year recommend that the two councils should meet and discuss the Faculty Review of Administrator issue.
- Renee reported that APC requested last year that Welfare Council should handle the personnel reviews and APC should discuss program reviews.
- Deans' reviews are every four to five years. However, the Deans' supervisor (Provost) should receive the results and not the faculty.
- Discussion turned to administering a climate survey. A suggestion was made that if the university does a climate survey it should postpone it until after a new president is hired.
- Sherry Benton and Renee will continue to communicate as to what each of the councils are working on in case a joint meeting is needed.

**Wellness Initiative** – Paula Fussell

- Paula had a conflict and could not attend the meeting
- Chris Hass gave a brief summary about the Living Well Program needing more publicity and how the university should have a more comprehensive Wellness Program.

**Open Discussion**

- The council discussed writing a document for best practices for peer evaluation. Suggestion was to contact Dean Good in Education to send over some materials.
- Angel noted that the Academy of Teaching Scholars has done some work on peer evaluations.
- Galia mentioned that the November meeting agenda will include peer evaluations.

The Welfare Council meeting was adjourned at 1:45 p.m.

# THE UNIVERSITY OF FLORIDA



# Proposal to Expand and Reorganize the Academic Personnel Board

President Bernie Machen

Faculty Senate Meeting

October 24, 2013

# Promotion & Tenure

Requires chain of approvals

Candidate > Department > College > APB >  
President > Board of Trustees

## APB Mission:

- Take a university wide perspective in reviewing nominations
- Serve in a fact-finding and consulting role
- Advise the president on nominations

# An Excessive Workload

<b>Year</b>	<b>Cases</b>
2008-09	209
2009-10	234
2010-11	253
2011-12	244
2012-13	238

# Proposed Expansion and Reorganization

APB now has six members and research VP

Expand to 10-12 members and research VP

Reorganize board into two separate panels

# APB Panels

Panel # 1 to consider faculty in tenure-eligible positions, along with distinguished professors

Panel # 2 to consider faculty county extension agents and tenure-ineligible positions



# A Manageable Workload

Of 238 cases in 2012-13 ...

Tenure-eligible faculty panel would have considered 158

Extension and non-tenure-eligible faculty panel would have considered 80

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