

Welfare Council Minutes
September 9, 2014 – 8:30 a.m. - 10:30 a.m. 226 Tigert

Attendees:	Blake Murphy	Karen Whalen
Chris Hass	Rich Segal	Jasmeet Judge
Sue Alvers	Amanda House	Jarrold Cruz-Stipstits
James Maruniak	Maggie Temple-Smith	Shari Robinson

Chris Hass, Chair of Welfare Council, called the meeting to order at 8:32 a.m. April 2014 minutes were approved and introductions made. New members were welcomed.

Chris reviewed with the responsibilities of the Welfare Council and updated the council on old business.

Faculty Ombudsman

Ken Gerhardt was named the Faculty Ombudsman. Chris noted that the ombuds position was created because of all the hard work of this council.

Faculty House

After much research by James Maruniak and Welfare Council, there seems to be great interest in building a new or renovating an old building for a Faculty House. Dr. Marc Heft has already had preliminary meetings with donors who have an interest in making this happen.

President's Council on Diversity Campus Climate Survey – Jarrod Cruz-Stipsits, *International*

Engagement Director, University Minority Mentor Program Director, Multicultural and Diversity Affairs

- Jarrod gave some background information and distributed a draft version of the climate survey. More work is needed on this document before it is sent out to campus.
- Plans are to use the data as a baseline from this first survey.
- It was noted that some of the professional school are losing diversity with more females than males being accepted.
- Suggestion: It would be helpful if there was a diversity template for colleges to use to help centralize the process as much as possible.
- Concern was raised about too many surveys sent out at one time and instead of the Welfare Council doing its own survey, the council agreed to contribute to the Diversity survey.

Graduate Student Mentoring

- At the May Faculty Senate meeting, Josh Neumann (graduate student senate rep) asked the senate to review graduate student mentoring. Chris mentioned that currently the Graduate School is taking on this issue; however, plans are to ask Paul Duncan, Associate Dean, to give updates to the council.

Future Initiatives

- Continue working with SCORS continuing the conversation about the issue of less women are promoting from assistant to associate professor.
- There is concern about midcareer mentoring not only at UF but at other universities.
- The council will continue to work on the Diversity survey. Jarrod was invited to return to the October council meeting.

The Welfare Council meeting was adjourned at 9:45 a.m.