

**Welfare Council Minutes**  
**October 13, 2015**  
**8:30 a.m. - 10:30 a.m. 202 Tigert**

<b>Attendees:</b>	Silvio dos Santos	Sue Alvers
Angel Kwolek-Folland	Ray Thomas	Jasmeet Judge
Daniella Saetta	Mei-Fang Lan	Jodi Gentry
Chris Hass	Karen Whalen	
Ray Issa	Amanda House	

Amanda House, Vice Chair, called the meeting to order at 8:35 a.m. for Karen Whalen who had laryngitis. After introductions, September minutes were approved.

**Working Conditions in Music Building** – Silvio dos Santos

- Silvio dos Santos asked the council to submit a resolution to the Faculty Senate asking the University to meet the standard environmental conditions for faculty, students and staff. Conditions in the Music Building have been in decline.
  - Severe roof leakage
  - Humidity, frost and freeze inside the building with no control over the temperature and humidity. Students and faculty suffer along with damage to instruments.
  - Noisy classrooms and rehearsal spaces.
  - Insufficient practice room space
  - Ongoing plumbing problems
- Some have suggested demolishing the building and use donations to build a new one.
- Ray Issa motioned with Ray Thomas second for the council to support a resolution that will go before the Senate asking the university to address the environmental conditions in the Music Building. This motion was approved by the Welfare Council unanimously.

**OPT System** – Angel Kwolek-Folland

- Angel Kwolek-Folland explained that changes are in progress with the OPT System. Currently the college/department teaching evaluation means have graduate and undergraduates included. After the revision, graduate and undergraduate means will be separated out.

**Climate Survey** – Angel Kwolek-Folland

- Dr. Kwolek-Folland mentioned that the university will do a climate survey that will open October 27 and close around November 17. Results of the survey will be available in spring 2016. Participants in the survey are faculty, staff and post docs.
- There are no plans for a climate survey for students because they are given the SERU survey every two years.

**Faculty Ombudsman**

- Karen Whalen stated that at Ken Gerhardt, Faculty Ombuds, will speak at the November Faculty Senate Meeting. She said that Dr. Gerhardt mentioned at the last Steering Committee meeting that the College of Medicine plans to have its own ombuds. Paul Davenport, Faculty Senate Chair, has asked Welfare Council to give an opinion if the university should have several ombuds or one. Sue will contact Drs. Gerhardt and Davenport to invite them to the next Welfare Council meeting to discuss.

## **Faculty Club**

- Karen distributed the Faculty Club Amenities document that was written by Bradley Walters, Infrastructure Chair. She reminded the members that the Faculty Club will be located in University House.
- Concern was raised that the planned location was not in the center of campus.
- Chris Hass noted that there are not too many barriers for the club except that faculty need to use it to make it work.
- After some discussion, the council suggested that there should be a second story with breakout rooms added to the conference center/faculty club.

## **Teaching Assessment**

- Chris Hass explained that last year, Welfare Council worked a little bit with APC, Jennifer Smith and the Academy of Distinguished Teaching Scholars on peer evaluations. The Academy had a peer assessment workshop/seminar that a several of the council members attended. He noted that CALS seems to have the best policy for peer evaluations. Chris wrote a white paper on the subject and will send to Karen who will then distribute to the council to review and discuss at the next meeting. He pointed out that the document that was distributed was written by Michael Kane (he thinks).
- Ray Thomas questioned whether anyone found out if holding grades until course evaluations were complete was a state policy? Chris explained that the policy is a university regulation.
- Daniella Saetta, student representative, pointed out that students want mid-term evaluations instead of end-of-course evaluations. They feel that if there is a mid-term evaluation then it can effect change in how the course is taught.
- Jasmeet Judge mentioned that she has mid-term evaluation and also final evaluations. She stated that she has had a good response rate by doing this.

## **Other items of Discussion**

- Chris Hass asked the council to review the issue of students having four final exams on the same day. Even though it states this should not be done in the regulations, instructors are still doing this. Karen mentioned that this item is really for the APC. She will mention it to the APC chair at Steering Committee.
- Ray Thomas asked that HR add more information on retirement to its website. At the moment there is retirement planning information which is different than the “process on how to retire”. For faculty who plan to retire, it would be helpful to have something online about the process. Jodi Gentry will check into this. Jodi also asked the council to review the website and asked for suggestions to make it more user friendly.
- Ray mentioned that he has heard concern about “shared services”. He asked Jodi if she has any feedback on how it is working. Jodi is a member of a task force looking at shared service and she mentioned that she would bring up Ray’s concern.

The Welfare Council meeting was adjourned at 10:20 a.m.