

Welfare Council Report 2015-2016

The Welfare Council addresses matters that support, encourage, define, and evaluate the quality of the faculty and retention of faculty members, including faculty rights and academic freedom; faculty support programs, such as fringe benefit packages; faculty diversity; and programs that improve the quality of faculty life. Below is a summary of the primary items of discussion for the Council during 2015-2016.

Assessment and Enhancement of Teaching

The Council continued work from 2014-2015 on the development of a white paper outlining the best practices for peer assessment of teaching and enhancement of teaching excellence at UF. After further revisions, the draft white paper was forwarded to the Academic Policy Council for review and comment. The Welfare Council produced a final draft outlining guidelines for best practices in peer assessment, along with suggested resources available at UF. The white paper will be presented to Senate Steering Committee and Faculty Senate in Fall 2016.

Faculty Club

The members of the Council (along with Past Chair Chris Hass and members of the Infrastructure Council) were involved in discussions regarding the location of a new faculty club, including suggested uses, amenities, and design options. Several locations and renditions of the faculty club were proposed. The most recent proposal has the Faculty Club planned for inclusion in the McCarty Parking structure. The plan involves a linear building which will be attached to the five-to-six story parking garage. The top floor (about 7000 feet) will comprise the Faculty Club. Once the plan is finalized, Senate Chair Paul Davenport charged the Welfare Council to provide input on how the Faculty Club will be governed.

Working Conditions in the Music Building

A faculty member from the College of the Arts approached the Council with concerns regarding environmental conditions in the music building. Issues included leaks in the building, variability in temperature control, plumbing issues, and inadequate practice rooms for music. After consultation with the administration of the College, as well as the Infrastructure Council, the Welfare Council supported a resolution regarding the need for repair/renovation of the Music Building. This resolution was presented to the Senate Steering Committee for consideration.

Welfare of Women Faculty


The Council took an interest in issues affecting recruitment and retention of female faculty, especially young faculty members and post-docs. One concern cited was inadequate mentoring. Some colleges have an insufficient number of mentors and there is a lack of incentive to serve as a mentor, as established faculty are often not awarded credit for mentoring new faculty. Other concerns included the limited number of lactation rooms and issues surrounding family leave policies. The University is currently working on a plan to provide more lactation rooms for women across campus, and the Compensation Committee is addressing the issue of family leave to provide an overall more favorable compensation package.

Early in the 2016-2017 academic year the Council will review data from the recent Climate Survey (available June 2016). In addition, Dr. Carolyn Tucker will present data from the survey of female faculty - *Barriers to Professional Goal Attainment among UF Women Faculty Inventory*. The Council will utilize the data to ascertain if there are other pertinent issues for women faculty members at UF.

Election of Chair

Ray Thomas (CLAS – Geology) was elected Chair of the Welfare Council for the 2016-2017 year. The Council looks forward to his continued service and leadership.

Respectfully submitted,



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