

Welfare Council Minutes DRAFT
October 26, 2016
8:30 a.m.
Williamson 265

Attendees:

Ray Thomas	Angel Kwolek-Folland	Jason Richards
Amanda House	Mei-Fang Lan	

Ray Thomas called the meeting to order at 8:32 a.m.

The UF Climate Survey and Dr. Tucker's *Barriers to Professional Goal Attainment among UF Women Faculty Inventory*

The Council continued to discuss the welfare of women faculty in light of the information gleaned from the Climate Survey and Dr. Tucker's study. The findings of her group's study support those of the UF Climate Survey. A theme of both studies was making work-life balance for all parents. The Council continued discussing issues affecting recruitment and retention of women faculty. Dr. Tucker shared with the Council her work to mentor and advise students of color in negotiating salary and benefits. Angel Kwolek-Folland reminded the Council of UF's Policy on PhD Programs and the obligation Departments have to provide students with professional development activities. <http://www.aa.ufl.edu/Data/Sites/18/media/policies/phd-program-policy.pdf> This should include effective salary and benefit negotiations, and mentoring for professional success for women in PhD programs. The Council will be developing a list of recommendations.

Parental Leave at UF

Amanda House discussed an article about Patagonia, Inc., and its family-friendly benefits policy that have resulted in a 100% retention of mothers.
<http://qz.com/806516/the-secret-to-patagonias-success-keeping-moms-and-onsite-child-care-and-paid-parental-leave/>

The Council discussed changes to UF's leave policy to do away with sick and vacation leave, and move to a policy that could offer faculty more flexibility in how they elect to use their leave benefit – whether it's caring for a newborn infant or an elderly parent.

Meeting adjourned at 10:00 a.m.