

Welfare Council Agenda
August 31, 2016
8:30 a.m.
Williamson 265

1. Call to order, welcome, introductions
2. Approval of the April minutes
3. Chair's Report
4. Old Business
 - a. Welfare of women faculty
 - b. Online Training
5. New Business
 - a. Climate Survey
 - i. Report
 - ii. Forums

Welfare Council Minutes DRAFT
April 27, 2016
8:30 a.m. - 10:30 a.m. 202 Tigert

Attendees:	Ray Thomas	Angel Kwolek-Folland
Jodi Gentry	Sue Alvers	Amanda House
Ray Issa	Karen Whalen	Mei-Fang Lan

Karen Whalen called the meeting to order at 8:35 a.m. and March minutes were approved.

Update on Whitepaper

Karen sent Welfare Council's draft whitepaper outlining the best practices for peer assessment of teaching and enhancement of teaching excellence to the Academic Policy Council for review and comment. APC feedback was that it was too explicit and suggested that the whitepaper should center on "best practices". Angela Kwolek-Folland mentioned that the paper should point out resources around campus and provide suggested practices. Amanda House stated that she will clean up the last version of the draft and the council can finish it in the fall.

Welfare of Women Faculty

The Council is working on many avenues for data pertaining to the welfare of women faculty. Ray Thomas has contacted UFF but so far no response. The council will try and get a copy of the Latino Women's Survey results. Also, the data from the UF Climate Survey should be available in June. Mei-Fang Lan mentioned inviting Carolyn Tucker to a meeting to present data from the survey of female faculty – *Barriers to Professional Goal Attainment among UF Women Faculty Inventory*. Plans are for the council to use the data to look for any issues for women faculty members. Mei-Fang pointed out that it is good to focus on women, but the council should not be limited to just women.

New Business (suggestions for topics for next year)

- Ray Thomas [distributed a couple articles](#) that discussed best practices for shared governance. He recommended that members read over the information and the council can have a conversation about it in the fall.
- Concern was raised about the quality of online training. Jodi Gentry will look into this issue.

Election of Chair

- Ray Thomas was elected chair for 2016-2017.

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,



Karen Whalen, Pharm.D., BCPS, CDE, FAPhA
Clinical Professor, College of Pharmacy
Chair, Welfare Council 2015-2016

Last Name	First Name	Rank	Council Position	College	Campus Box	Phone	Email	Term
Issa	Ray	Professor	Contributing Committee Chair	Tenure, Professional	115703	273-1152	raymond-issa@ufl.edu	2017
Richards	Jason	Student	Student Member	Student Government			jasonrichards@ufl.edu	2017
Yelton	John	Professor	Contributing Committee Chair	Faculty Compensation	118440	392-8475	yelton@phys.ufl.edu	2017
judge	jasmeet	Associate Professor	Senate Member	Agricultural and Life Science	110570	392-1864 x 929	jasmeet@ufl.edu	2017
House	Amanda	Clinical Associate Professor	Senate Member	Large Animal Sciences	100136	294-4380	housea@ufl.edu	2017
Lan	Mei-Fang		Senate Member	Counseling & Wellness	3190 Radio Rd	392-1575	mlan@ufl.edu	2018
Thomas	Ray	Associate In	Chair	Geology/CLAS	112120	392-7984	rgthomas@ufl.edu	2018
Rhoton-Vlasak	Alice	Associate Professor	Senate Member	COM	100294	273-7676	rhotona@ufl.edu	2019
Vogel-Anderson	Katherine	Clinical Assistant Professor	Senate Member	Pharmacy	100486	273-6240	kvanderson@cop.ufl.edu	2019
Gentry	Jodi	Vice President	Administrative Liaison	Human Resource Services			jodi-gentry@ufl.edu	NA
Kwolek Folland	Angel	Associate Provost	Administrative Liaison	Provost's Office	113175	392-4792	akf@aa.ufl.edu	NA

2016 Welfare Council