

Welfare Council Minutes

April 5th, 2018

8:00 a.m.

Williamson 265

Present: Alice Rhoton-Vlasak, Ray Thomas, Angel Kwolek-Folland, Mei-Fang Lan, Steve Thomas, Laurie Bialosky, Suzan Alteri, and Leah Rosenberg.

1) Call to Order – The meeting was called to order at 8:00 a.m. by Chair Alice Rhoton-Vlasak.

2) Approval of the March minutes. The [March 1, 2018 minutes](#) were approved.

3) Mentoring updates, initiatives, and website

-Mentoring updates and initiatives to increase retention and promotion were discussed, including a need for a central or more visible university mentoring website, such as the Cornell model discussed. In the past, the Provost's Office has offered mentoring-related programs and workshops to assist with standardizing what general expectations are across UF. Examples of posted mentoring information include that which is offered to students enrolling in PhD programs:

<http://aa.ufl.edu/media/aaufledu/policies/PhD-Programs-Policy.pdf>, p. 3.

The benefits of having an optional versus a minimum requirement regarding mentoring was discussed.

-Due to the university's diversity, there may be a need for a single/assigned individual dedicated to mentoring coordination with department chairs and colleges. While the UF community is diverse and the needs of units, programs, and colleges vary, core general principles can still be identified. The council can help outline expectations and best practices, and identify resources available. Alice will prepare a brief bullet points list of items deemed as central to a strong mentoring program and key mentoring items which the council would like to address. The council will coordinate with the Provost and Human Resources offices to help tap centralized university resources. Leah is interested in serving as a liaison between this council and the CLAS Faculty Council on issues pertaining to faculty mentoring.

4) Stanford model discussion

-The Stanford model is being utilized through an initiative spearheaded by Human Resources. Council supports the initiative and has nothing further to review at this time.

5) Election of 2018-2019 Welfare Council Chair

-Suzan Alteri was elected as the 2018-19 Welfare Council Chair.

7) New business – Invite Dr. Tucker back to present new data.

-Dr. Tucker updated council last year on the status of women faculty, predominately on upper campus. Mei-Fang Lan will contact Dr. Tucker to invite her to the next meeting for an update on her research team's findings concerning male faculty and staff.

Compensation Committee Chair Steve Thomas provided updates from the committee's agenda, including gender equality leaves, parking and transportation and exploring issues encountered by users of the university's Enterprise rental vehicle contract. The committee is requesting updates from VP Jodi Gentry regarding Baby Gator and childcare at future meetings.

Angel Kwolek-Folland provided an update regarding the Chief Diversity Officer search. All updates pertaining to the Strategic Talent Group are available on the Human Resources website at: <http://hr.ufl.edu/talent-search/>

8) Adjournment.

The meeting was adjourned at 8:53 a.m.