

Welfare Council Minutes

March 1st, 2018

8:00 a.m.

Williamson 265

Present: Russell Froman, Raymond Issa, Jodi Gentry, Alice Rhoton-Vlasak, Ray Thomas, Angel Kwolek-Folland, Suzan Alteri, Laurie Bialosky, and Leah Rosenberg

1) Call to Order. The meeting was called to order at 8:02 a.m. by Chair Alice Rhoton-Vlasak.

2) Approval of the February 1, 2018 minutes. The minutes were approved.

3) Review and update on policies related to workers' relationships - Title IX Coordinator Russell Froman, Ed.D. & VP of Human Resource Services Jodi Gentry

-Discussion continued on the [Stanford Model](#) so the council can move forward with putting a clear policy into place and disseminating findings via an information item at an upcoming Faculty Senate meeting. The council agrees that the Stanford model can be used as a basis for future policy. Any forthcoming policy would be in advisement and collaboration with the Title IX and the Human Resource Services office and would not be a regulation, so council and Faculty Senate could approve or edit it. This would be apart from the required sexual harassment training.

Some UF HR and Title IX history was discussed and it was agreed that this is an opportunity to address misconduct, harassment, troubling patterns of behavior, and clarification on consensual relationships. Policies of other institutions and major universities were reviewed and have been a productive and starting point. As UF's Title IX Coordinator, Dr. Froman is responsible for monitoring all Title IX compliance to protect individuals from discrimination based on gender and to prevent discrimination, sexual harassment, retaliation and intimate partner violence. He also advises and assists individuals in walking through various options.

Discussion was also held on how to make it easy and comfortable for individuals to report problems or seek help. The Stanford model language could be amended to clarify 'adult employee' with the term 'non-student'. The council will also consider the best way to involve students in the process so their feedback is received.

The #me too movement was discussed in light of having given the university an opportunity to think about student relationships, including graduate students, and encouraging discussion and policies are well-framed and clear. Recusal processes were also discussed, including finding a way to frame the conversation that acknowledges consensual relationships between workers while providing clear guidelines which define the consequences of policy violations. Ideally, the policy will acts as a deterrent, provide protection to students, and provide clarity about what is expected if people enter into a work relationship.

It was discussed that the Stanford policy appears to be more similar to a private sector (as opposed to academic) policy, and while the university needs to provide protection and manage risk, at the end of the day we are educating students as they go out into our communities.

The council advocates that establishing a positive policy will lead to better and more professional behavior in general. A change in culture can be generated by the experiences the institution helps create and shape and also establishes how we would like to be perceived as an institution.

Eventually an infographic or informational campaign including office posters, stickers, etc. could be rolled out, similar to items contained in the brief at: <https://harass.stanford.edu/be-informed/guidelines-consensual-relationships>.

4) Course Evaluation systems update (Angel Kwolek-Folland)

– The survey is now closed and is being collated by IT. The council also discussed: how to best address the problems of anonymous evaluations and incivility; how to best utilize AI and new technology in the evaluation process; are students being asked to complete too many evaluations or do evaluations help create a power balance in the classroom between teachers and students. It was agreed evaluations need to be considered holistically and emphasis should be made in the syllabus that this is an opportunity for student contribution to the course.

5) Benefits update (Jodi Gentry)

-The Human Resource Office is examining leave structure issues such as accrual and parental leave and will utilize this council and the Compensation Committee for feedback and to further explore the issues.

6) Mentoring updates and initiatives

- The council is examining ways to highlight and increase mentorship, particularly via support through the Provost's office and the individual replacing Angel Kwolek-Folland, as well as by the new Chief Diversity Officer. Mentoring resources do not appear to be readily accessible and easy to locate on campus, particularly for faculty ranked associate-level and higher. Mentoring information could be shared on the Provost's website and colleges would be encouraged to assimilate this. The council chair shared this mentoring link for further discussion: <https://facultydevelopment.cornell.edu/>.

7) New business

– The council will invite Dr. Tucker back to a future meeting to present any new data and the council will also continue to work on parking issues. In addition, the council would like to invite VP Jodi Gentry to provide updates from her office to the Faculty Senate as she has been in her current administrative position for a year and a half.

8) Adjournment. The meeting was adjourned at 9:26 a.m.