

Welfare Council Minutes

February 1, 2018

8:00 a.m.

Williamson 265

Present: Katie Vogel Anderson, Alice Rhoton-Vlasak, Angel Kwolek-Folland, Suzan Alteri, Raymond Issa, Laurie Bialosky, Mei-Fang Lan, Ray Thomas, and Jodi Gentry.

- 1) **Call to Order.** Alice Rhoton-Vlasak opened the meeting at 8:03 a.m.
- 2) **Approval of the [December 7, 2017 minutes](#).** The minutes were approved.
- 3) **[Course Evaluation systems](#) update (Angel Kwolek-Folland)**
 - Has moved from a task force to a working group.
 - Additional membership representation has been added.
 - The faculty survey is open and has been highlighted in the faculty newsletter.
 - IT is working on this project while awaiting survey results.
 - All three vendors of interest have pre-existing contracts with the state/state agencies
 - Aim for a roll out by next Spring.
 - Student senate previously expressed an interest in shifting from end-of-year course evaluation to mid-course evaluations.
 - Evaluations are not required; using a 'carrots' rather than a 'sticks' system.
 - Evaluation response rates vary widely but giving students ten minutes in class dramatically increases participation, with many achieving an 80 to 90 percent participation rate.
- 4) **Policies related to workers relationship – [Stanford Model](#) (Jodi Gentry)**
 - There is currently no prohibition of undergraduates having relationships with faculty or administration but conflicts of interest which arise in fulfilling academic roles is a focus issue. While there is already a formal process to address any type of discrimination, the university would like to investigate ways to strengthen and shore up these processes.
 - VP Jodi Gentry is not expecting a substantial shift of policies but is seeking faculty feedback during this review process.
 - The influence wielded by a person in a position of power is a concern, particularly when individuals leave a position of influence and later realize that they may have been taken advantage of.
 - Reports of favoritism by other students is another area of concern.
 - Conflict of interest is a focus issue.

- President Fuchs has asked Human Resources to review the university's nepotism policy.
- A review or any new policies will pertain to all faculty at any rank as well as any teaching staff.
- The dynamics of married faculty as well as individuals who are undergoing relationship strain while sharing a work environment is also a consideration in the work place.
- Any new policies requiring training would be rolled out and integrated with the Office of Student Affairs and would likely be a Title IX policy versus a Human Resources policy.
- In general, there is a new approach in thinking about sexual harassment in which there is a movement away from emphasis on institutional risks to instead defining what type of work environment or climate individuals most wish to work in.
- Council members will individually review the [Stanford Model](#) as well as the Climate Survey results located on the President's website at:
<http://president.ufl.edu/initiatives/inclusion-engagement/uf-faculty-and-staff-climate-survey/>
- A Title IX Coordinator will be invited to speak at the upcoming council meeting.

5) Benefits update (Jodi Gentry)

UF Human Resource Services and [Sibson](#), an outside, strategic human resources consulting firm will soon begin efforts to complete a comprehensive benefits and compensation analysis, including face to face interviews with deans, stakeholders, and faculty, as well as peer institutions comparisons. The Compensation Committee and Welfare Council will assist in this effort. Jodi Gentry will also ask the consultants to look at parking benefits.

6) Mentoring updates (Alice Rhoton-Vlasak)

- Alice Rhoton-Vlasak discussed undertaking an effort to provide a university mentoring office and/or website which students could centrally access across campus – specifically, a highly visible virtual and/or physical center catering to: new faculty hires; junior faculty who could benefit from a leadership competency model in their early to mid-career; faculty seeking self-assessment including leadership skills and a connection to appropriate mentors/mentoring environment in their fields; and faculty seeking job-growth and job satisfaction who have professional interests and needs beyond teaching development.

Faculty development is a continuing priority of the Provost Office administration. Ray Thomas shared his compilation of [top ten public peer institutions' mentoring links](#). A recent google search of UF mentoring turned up a disappointing result of just one hit (which was in the College of Health and Human Performance.) It was suggested that the council reach out to Jennifer Smith at the Office of Faculty Development and Teaching Excellence.

7) Adjournment. The meeting was adjourned at 9:32 a.m.