

Welfare Council Minutes
January 17, 2019
8:00 am
Library West 212

Zoom Meeting ID: 920-015-015

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Present: Leah Rosenberg, Suzan Alteri, Chris Hass, Ray Issa, Ray G. Thomas, Yolanda Goode, Laurie Bialosky, Christine Kelly-Begazo and Alice Rhoton-Vlasak.

1. Call to Order

Council Chair Suzan Alteri called the meeting to order at 8:02 a.m.

2. Approval of November 19, 2018 minutes.

The minutes were approved.

3. REMINDER: Faculty Senate nominations for committees and councils are due Jan. 31.

Nominate a colleague! Alice and Christine will rotate out this term so please remember to submit a nomination for yourself or a colleague to serve on any Presidential, Joint or Senate councils or committees.

4. Update on faculty onboarding

-The Provost Office hosted a few meetings and began making amendments to TEAMS employee materials and reviewed faculty onboarding materials. In February, Dr. Chris Hass, Associate Provost for Academic and Faculty Affairs, will host another meeting.

5. Mentoring in CLAS and other colleges

-Discussion was held about mentoring programs available for new faculty.

-At the College Faculty Council Chairs and Faculty Senate Chair meeting in December, the latter asked for mentoring program information to be forwarded to the Welfare Council Chair. CLAS & Vetmed have shared their guidelines. Council members are encouraged to send a link of your college/unit's mentoring materials to Council Chair Suzan Alteri.

-The CLAS Faculty Council has been charged with evaluating mentoring guidelines in different departments within CLAS. CLAS Faculty Council Chair, Aida Hozic, forwarded recommendations

to Dr. Hass and will follow up with a faculty survey. Some CLAS recommendations include providing focus group luncheons with new faculty members; increasing department-level mentoring guidance; and increasing mentorship beyond the associate level.

-Dr. Hass would like to provide a summary of best practices and models to share with the college deans. Individual mentoring programs may need to be tailored to help instructional-only faculty, research faculty, and a mix for both.

Other suggestions include:

-Chairs should be encouraged to speak to recently promoted faculty to help them determine next steps in their career path and assist them with having a plan in place to move forward.

-A centralized mentorship site at a faculty.ufl.edu or similar website to highlight new faculty and be a 'one-stop shop' for onboarding is recommended.

-Increase utilization of UF faculty researchers dedicated to the study/subject of mentorship.

-Review <http://fora.aa.ufl.edu/docs/76//2017-2018//Faculty%20MentoringTop10PublicUniversitiesV01.pdf>

which is located at:

<http://fora.aa.ufl.edu/FacultySenate/Pages/Welfare-Council/AgendasMinutes2017-2018>

6. Institutional membership for the National Center for Faculty Development & Diversity

Please encourage colleagues to join this organization: [The National Center for Faculty Development & Diversity](#) which offers an array of mentoring information, including helpful information for graduate students.

7. New Business

VP of Human Resources, Jodi Gentry, will present benefits information based on finding from Sibson at the February Faculty Senate meeting.

8. Adjournment

The meeting was adjourned at 9:03 a.m.