

Welfare Council Minutes
February 14, 2019
8:00 am
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Present: Stewart King, Yusof Al-Wadei, Leah Rosenberg, Suzan Alteri, Chris Hass, Ray G. Thomas, Yolanda Goode, Heidi Radunovich, Megan Lahman, Laurie Bialosky, Christine Kelly-Begazo and Angie Brown.

1. Call to order

The meeting was called to order by Welfare Council Chair Suzan Alteri at 8:00 a.m.

2. Approval of January minutes.

The minutes were approved.

3. Chair's Report

-Reminder: Please fill out UFHR Survey on Leave:

<https://news.hr.ufl.edu/hr-focus/ufhr-is-evaluating-its-leave-program-and-youre-invited-to-join-the-conversation/>

- An article shared by SCORS Chair Sylvain Doré was distributed and will be discussed:

<https://www.medpagetoday.com/publichealthpolicy/generalprofessionalissues/77476>.

This is relevant because it could be applied to all faculty and much of it has to do with mentoring and support.

-The Postdoctoral Affairs Office is reviewing how to assist graduate students in evaluating mentors.

-Data from Sibson is being discussed and assessed by the Office of Human Resources. VP Jodi Gentry will present benefits information and findings at the March Faculty Senate meeting.

-Mentoring guidelines reminder:

Council Chair will continue to track and assemble mentoring guidelines from other colleges. Please forward any which you have.

4. Presentation – Communications and WorkLife at UF ([Angie Brown](#) and [Yusof Al-Wadei](#), UFHR)

- The Communications and WorkLife at UF group shared information about work life and wellness programming and services for faculty, including a [wellness Flyer](#) and [article](#).
- [Contact information](#) was distributed and a background of available services were provided. Feedback is encouraged to ascertain faculty concerns, needs, and how better engagement can take place with this program.
- Past university focus groups have showed a large interest in wellness programs which were once very limited at UF. A three-phase plan was presented to former (now retired) VP of Human Resources, Paula Fussell. This included: developing a network on campus and partnering with UFHealth for funding and resources; conducting a survey of faculty needs and successes in 2015 and in 2017; and implementing work life programs on campus.
- A draft of the [wellness data](#) collected so far was distributed and the workplace scorecard and assessment were reviewed. Individual data is confidential.
- A primary aim of this initiative is to aid the workplace environment and atmosphere.
- Faculty input on how to increase collaboration is sought. Council feedback included:
 - When programs are created, it is vital to link programmers/program coordinators with the faculty expertise available on campus by including these faculty subject experts in consultations via advisory board representation or similar engagements.
 - UF HR conducts reviews of their website for traffic to ascertain primary subjects of interest and this could provide helpful information.
 - Council suggested that the open responses given in the recent Campus Climate Survey could be viewed for increased insight into campus needs.
 - The importance of information sharing among units, colleges, and across campus was emphasized
- The Partners for Healthy America which advocates good nutrition and physical activity for students, faculty, and staff was discussed.
- Council expressed an interest in Stanford's Health Improvement Program. A link describing a bit of history about the program was shared: <https://hip.stanford.edu/about-us/our-story/>.
- In addition to the [Employee Assistance Program \(EAP\)](#), other faculty resources were discussed including:
 - [Aid-A-Gator](#) – which provides temporary and limited assistance for employees and students with temporary critical emergency needs.
 - [Office of the Faculty Ombuds](#) – which provides informal, impartial, and independent assistance for faculty seeking information on University conflict resolution processes.
- The Ombuds is presenting at Senate next week.
- Council is interested in obtaining more information on the EAP and how it is resourced.

5. Presentation – [UF Extension Engagement](#) (Dr. Heidi Radunovich)

- Heidi Radunovich provided an [IFAS Extension brochure](#) and would like to increase awareness and utilization of the program. Increasing engagement between the Cooperative Extension and other UF entities were discussed, including:

- Intersecting state-wide rural outreach with research opportunities for study coordinators located outside of UF.
- Fortifying extension services with UF expertise.
- Increasing innovation in rural communities.
- A collaboration example was provided and discussed.
- Increasing extension agents' connection to UF was discussed as well as Extension Agents' current reporting structure.
- Council member Christine Kelly shared an example of how IFAS county faculty are reporting the cross-campus partnerships, including objectives, outcomes, and impacts.
- Christine also shared her 2018-19 annual report as an example of activities of an extension agent and to show the similarities to UF's T&P packets for on-campus faculty, although the report is prepared on an annual basis and most of the sections are cumulative since an individual's last promotion.
- A newer requirement on this annual reports is a question regarding "have you reached out to other faculty outside of IFAS for collaboration, scholarly work, etc."
- The report utilizes color coding; blue is the current year's reporting (Report of Accomplishment-ROA); red is next year's planned activities (Plan of Work-POW); and black is the previous years and/or background information.
- Council suggested helping faculty peers physically located elsewhere by increasing exposure, particularly to new faculty, to the university's land grant mission and its foundation/importance to UF.
- Council also suggested that the Faculty Senate Chair consider having the Senate host an 'IFAS extravaganza', similar to the one held for Student Affairs in December 2018.
- Heidi is invited to speak at an upcoming Steering and Senate meeting.
- Heidi has an advisory committee and is interested in obtaining a higher level, central administrator(s) to serve on the committee.

6. Adjournment

The meeting was adjourned at 9:23 a.m.