

Welfare Council Minutes
September 17th, 2018
3:00 p.m.
Library West, Room 212

Zoom Meeting ID: [View email](#)

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

1. Call to Order – Suzan Alteri – Chair

The meeting was called to order at 3:04 p.m.

2. Approval of [April 5, 2018 Minutes](#)

The minutes were approved.

3. Introduction of Council Members

Council members and administrative liaisons were introduced.

4. Introduction of Faculty Senate Chair, Dr. Katie Vogel Anderson

Dr. Vogel Anderson was introduced and welcomes hearing about issues or topics of interest of the Welfare Council, on which she has previously served.

5. Report from Chair - Suzan Alteri – Chair

A re-envisioning of the faculty onboarding process is taking place. The Provost's office is fact-finding on this issue and this council can help facilitate its momentum within the framework of teaching, mentoring, professional development, and research infrastructure. Successful onboarding is seen as an important first step to increase the sense of belonging and familiarity with both the university & Gainesville. [Experience UF](#) is a year-long program to improve onboarding efforts and is being launched by UF Human Resources. Feedback was received to break the process into smaller pieces and provide increased networking opportunities. A session was held at the Florida Museum of Natural History and new professionals were invited. The next one will be held at University Galleries and guests will include Gainesville Mayor Lauren Poe, Chamber of Commerce representatives, the Faculty Senate Chair, and Dean of University Libraries, Judith Russell.

6. Discussion – Suggestions for topics for upcoming year

The council agreed to continue exploring mentoring issues and made the following points:

- Mentoring is especially relevant due to the new faculty hiring initiatives and an increased focus on diversity and cohort building.

- Mentoring for Associate and Full Professors/academics are also relevant.

- The benefits of mentoring should be expanded beyond just a focus on promotion and tenure, but could also focus on recruiting, training, and teaching.

- The benefits of mentorship in next career steps and life and the need to reward people to reinvest in colleagues and reinforce the value of mentoring was discussed.

- UF faculty mentoring websites, including peer institutions models, such as Cornell's, have been reviewed. UF has a very decentralized mentoring model and while some UF programs and units are formal, others are less so. However, there has been a long-standing UF requirement that each faculty member be assigned a mentor. The Provost's Office will facilitate best practices for all units while scholars in each area should provide information relevant to onboarding within specific units.

- UF is not currently an institutional member of [The National Center for Faculty Development & Diversity](#) which has varying membership levels and supports under-represented groups.

- There is a need to share methodical best practices and cohort developments. Council's mentoring discussions should include UF scholars who study and publish on this topic, such as researchers within the UF College of Education and Dr. Tucker, whom council can follow up with to inquire if she has more data to share. CLAS is focusing on mentoring and Leah will share preliminary reports with council.

- Council members are asked to gather resources from your units to share at upcoming meetings. Forwarded links of your area/unit/college resources can then be added to the minutes for wider distribution.

In the upcoming year, council will also explore:

- The Stanford model for consensual relationships. This is moving forward through HR and Welfare Council approved that model. Peers in the SEC have also identified the Stanford model as being a very strong one. This model could also be helpful because professional standards in academia are often not as well-defined as they may be in other industries and professional fields.

- OPS employees issues. This was handled by Infrastructure Council in the last academic year.

Council is interested in any follow-up's.

-Childcare and parental leave. Updates will be provide by VP of Human Resources, Jodi Gentry, who suggested inviting Director of BabyGator, Stacy Ellis, to visit council to discuss the institutional support, including financial, of BabyGator. She can also share Center of Excellence information.

-Sibson may provide information as it compares childcare in peer institutions.

-A suggestion was made to connect any BabyGator proposals to effectively increasing university rankings and incorporating climate survey data. Senate and council can discuss goals in relation to those of the Board of Governors and Board of Trustees. Additionally, some trustees may be associated with businesses which have on-site childcare opportunities. Faculty and overall productivity is also affected when support staff have a negative experience.

-Post-doctoral Associates benefits. Post-doctoral associates are not part of the current Sibson review of benefits. This category may need attention or advocacy from the council and Senate.

-Compensation Committee. Council will seek updates and review possible assignments.

7. Adjournment

The meeting was adjourned at 4:13 p.m.