

**Welfare Council Minutes
November 19, 2018
3:00 p.m.
Library West Room 212**

Zoom Meeting ID: 355-778-453

<https://ufl.zoom.us/j/355778453>

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Present: Suzan Alteri, Joe Riley, Chris Hass, Jodi Gentry, Ray Issa, Steven Thomas, Leah Rosenberg, Ray G. Thomas, Yolanda Goode, Laurie Bialosky, and Alice Rhoton-Vlasak.

1. Call to Order at 3:00 p.m.

Council Chair Suzan Alteri called the meeting to order at 3:00 p.m.

2. Approval of October 15, 2018 minutes.

The minutes were approved.

3. Review of the [SCORS proposal for Team Science and Collaborative Scholarship](#) and [Team Science Slides](#)

The Welfare Council wholeheartedly agrees that collaborative scholarship is important and the value of these contributions should be reflected in the T&P guidelines. However, the terminology of Team Science would need to be changed to something more broad (such as collaborative scholarship) since many colleges at UF are involved in collaborations that produce discoveries and advancement of knowledge. The council recognizes that there is a history in the sciences and health sciences for the terminology, but UF would need to use terminology that fits in within the overall T&P Guidelines for the entire university.

The council also agrees that there needs to be a UF Statement of Value to set the tone for the rest of campus.

Much of our discussion focused on page 2 and 3 of the proposal. The Council recommends altering the language to reflect that you are recommending what and how significant contributions are documented in the T&P packet. This is because some of the T&P Guidelines are part of the university's Collective Bargaining Agreement and any changes that would affect those areas would need to be negotiated with United Faculty of Florida. The proposal might also want to address the amount of work involved for chairs, the Academic Personnel Board, and Academic Affairs and how UF's current systems could be aligned.

In particular the Council has the following questions:

1. Has SCORS looked at the entire T&P packet and sections to determine where it would best fit to change language and directions that come from the university?
2. Can these contributions be more effectively codified in annual evaluations so that what is included in the packet is more of a summary?
3. For publications, what roles would you want to include? The council was unsure if you wanted candidates to provide a written statement for every publication or not. If not, how will contributions other than Lead or Second other be documented without undue burden for candidates, the APB, etc.?

Concerns were also raised about the letters of evaluation. The Council thinks that the letters should be different from letters of evaluation that are used in the T&P packet. Perhaps the letters could confirm the role the candidate had in grants, etc., but should not give a statement as to whether the candidate should receive tenure.

Other ideas discussed:

Making collaborative scholarship (including Team Science) a separate section in the T&P Packet

Piloting the change with a few colleges and/or departments

Summary:

Consider drafting top-level language for UF's Tenure and Promotion Guidelines as seen from other institutions in the PowerPoint this year and then work on logistics of how to implement and integrate with the CBA, Colleges, etc. the following year (2019-2020).

Consideration from SCORS should be given to harmonizing the CBA, the current T&P Guidelines, and the T&P Packet with the SCORS proposal.

Dr. Chris Hass, Associate Provost for Academic and Faculty Affairs, is available to meet with SCORS Chair Sylvain to further discuss the proposal. Statement at high level to say we value this.

4. Review of proposed Compensation Committee definition/roles/responsibilities

Current: "The committee shall evaluate and report on compensation relative to peer institutions, raise results and salary structures at the University, and make recommendations with respect to raise procedures at the University."

Proposed: "The Compensation Committee investigates matters of compensation, including, but not restricted to, salary and benefits. Its agenda is established in conjunction with the Welfare Council, to which it reports."

VP Gentry supports, and council members agree with, the newly proposed, broadened definition because it can assist Human Resources with thinking through how UF is competitive, particularly considering compensation as a total package, not just salary. The proposed definition is a more comprehensive one than the original but committee actions would be guided by the Welfare Council, which the new definition addresses. Faculty Senate's hierarchy

of committee and council structures was discussed. VP Gentry is an administrative liaison to both the Compensation Committee and Welfare Council and re-confirmed that council and committee advisories doesn't in any way circumvent the university's Collective Bargaining Agreement; the Senate body and its councils and committees act in an advisory (as opposed to policy-making) capacity per Senate and university governance structure.

5. Upcoming Spring agenda items

Council is interested in inviting the Director of Baby Gator and UF/IFAS Extension Dean Dr. Nick Place & Dr. Heidi Radunovich, Associate Professor and Extension Program Director for UF Engagement Human Development, to talk about the UF Engagement initiative.

6. Mentoring and onboarding of new faculty

No additional discussion was held.

7. Adjournment

The meeting was adjourned at 4:08 p.m.