University Faculty Senate
Welfare Council 2012-2013

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Variety of Elements

- Faculty Parking
- Tuition Waivers
- Technology Innovations/Impact on Faculty
Focus 2012-2013

- Gator Care/Self-Insurance Effort
- Gender Equity
- Faculty Evaluations/Teaching
- FEO
- Living Well
- Faculty Ombuds
Gator Care/Self-Insurance...

Monthly Meetings...

Dr. Guzick, Dr. Dewar and Paula Fussell

Gator Care at Shands

NEXT STEPS: On hold for remainder UF
Gender Equity

- Welfare Council: promotion and retention rate of female faculty members who are on tenure track
- Research and Scholarship Council (SCORS): status of research grants held by women and minorities
Gender Equity…cont’d

Joint Meeting of Councils…

Marie Zeglen: Data regarding Retention of Faculty Hires

Stephanie Gray: Data regarding Women and Minorities in Research
Gender Equity…cont’d

- Fewer research grants for women/minorities
- More female departures in 3-4 years of hire
- No formal system of exit interviews
- Anecdotal data with department chairs

NEXT STEP: Collect data through College Councils for last 5 years – departures after 3 to 4 years of hire. Conduct survey.
Faculty Evaluations/Teaching

Wide range of aspects…

• Inconsistency across Colleges regarding value placed on excellence in teaching
• Kathy Long – workshops for Deans and Chairs to ensure clarity in the process
• Dr. Glenn Good – genuine peer mentoring rather than peer evaluations only during T&P Process
Question: What is the University Climate re Teaching?

Question: What are “Best Practices”?

NEXT STEPS: Meet with additional leaders both at UF and peer institutions identify best practices and to formulate recommendations in this area, if needed.
FEO

Three year Program of Funding extended for each of the last two years = Five Years Total

- Impressed with the wide range of creative and innovative projects selected across the university

- Support FEO continuation at original funding level

NEXT STEPS: Part of Union contract negotiations
Meeting with Cassie Macias regarding...Program Expansion

NEXT STEP: Work with Welfare Council and Faculty Senate to identify the range of services desired. Watch for Survey!
Faculty Ombuds Position

Background...

- Student Ombuds Office at UF
- Over 200 US universities have faculty ombuds office
- 8 flagship state universities have one or more
- Functions often by default to others not trained or empowered or compromised
Faculty Ombuds Position…cont’d

Welfare Council…
• developed a position paper including background and position description
• recommended to Steering Committee that a Faculty Ombuds Position/Office be established at UF.

NEXT STEP: A committee will be created including Deans to further discuss this position.
Thank you!