

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

Evaluations/Teaching...cont'd

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

Living Well

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!