

Council on Academic Freedom, Faculty Quality and Faculty Welfare

Friday, August 20, 2004, 3:00pm

21H Criser Hall

Attendees:

Reza Abbaschian
Doug Cenzer
Carlene Chase
David Denslow
Mike Katovich

Guests:

Gene Hemp, Chair of Council for Administrative Action
Tim Taylor, AFT Committee
Tom Harris, Affirmative Action Advisory Council
Linda Lammee, LGBT Concerns Committee
Bill Properzio, Environmental Health & Safety
Ken Osfield, Persons with Disabilities Committee

Absent:

Honorary Degree Committee Chair
Academic Personnel Board Chair
Faculty & Staff Benefits Chair

It was discussed that the role of the Council was to coordinate cross talk with the selected contributing and related committees and to forward the concerns of these groups back to the Senate.

The following issues were discussed:

- The possibility of tuition assistance to children of faculty. A Tuition Lottery is currently available for the children of staff in the TEAMS program.
- Coordination of the total benefits available to all staff and faculty via 'MY UFL' or some other website. Other Universities have very impressive sites that should be evaluated.
- There was considerable discussion about 9 month faculty members and the lack of summer support that used to be available to them. Some of the lack of support this year may have resulted from the raise packages that went to faculty this year; however, these faculty may be "falling through the cracks". It was recommended that this be looked into and rectified.
- Although not directly related to faculty benefits, the movement of DSR overhead funds back to individual colleges instead of the old disbursements via competitive grants for bridge grants and pilot grants was discussed. It is understood that this was done since college deans may be better to disburse these funds back to faculty rather than DSR, it was questioned if the spirit of the original program(s) is currently the case. It was recommended that the chair of this council discuss issues 3 and 4 with the chairs of other related councils:
 - 1.) Council on Research and Scholarship and the
 - 2.) Council on Academic Planning, Budgeting and Resource Allocation
- Discussion followed concerning a committee currently evaluating the tenure process and one point discussed was that of stopping the tenure clock. It was brought out that permanent disability and severe medical conditions should be criteria for stopping the 'clock'.

- It was requested that each of the committees define some procedural sheet to guide faculty in need of the services of the committees.
- In regards to the Academic Freedom and Professional Relations Committee this sheet would be most beneficial. The committee is discussing the possibility of building a case library, changing the structure of the review committees and attempting to have their “recommendations” more binding. These proposals have been or will be forthcoming to the senate for endorsement.
- It was also discussed if this committee should be broken down into 2 committees. If there is no union and all grievances come through this committee, a greater number of faculty may be needed on the committee.
- As discussed in our first meeting the council also recommends that the senate structures a new “compensation committee” to oversee faculty compensations as outlined in the compensation report. The senate should first endorse the report, then constitute a committee that would have 3 major tasks
 - 1.) Monitor UF Compensation relative to peer institutions;
 - 2.) Monitor raise procedures at UF;
 - 3.) Monitor raise results and salary structures at UF
- Finally, concern was voiced about the professorial rank raise program and its life expectancy, especially in light of the merit raise program initiated this year.

Meeting was adjourned at 4:00pm.