

Council on Academic Freedom, Faculty Quality and Faculty Welfare

October 26, 2004, 11:30am

218 Criser Hall

Attendees:

Reza Abbaschian
Doug Cenzer
Carlene Chase
David Denslow
Michael Katovich
Angel Kwolek-Folland

- Approved minutes of last meeting (August 20th, 2004)

Discussion:

1. How faculty are selected for administrative searches. Currently there is a search for Provost. The chair and members of that search appear to be selected. Does the senate have any input into these committees? Will the senate be involved in the interview process? It was noted that the senate came up with a slate of questions for the president (copy attached). Will some similar vehicle be used for the provost? Do the councils play any role in these searches?
2. A second search that will begin shortly is one for a Human Resources Director. In an earlier meeting with the president, it was stated that councils would interface with appropriate members of the administration. This council was to interface with the HR individual. Would it not be advisable that a member of this council be involved in some way in the search process for this individual? This same idea could be used for other councils and any associated searches.
3. Members were apprised of the latest information of the tenure committee recommendations and the upcoming meetings in the next month or so that will lead to a vote by the senate on several recommendations for tenure. One issue was the "stop of the tenure clock", which was a suggestion from the report on the Quality of Life issues that will be discussed later in this meeting.
4. Discussion followed as to the status of the request for a standing senate committee on faculty compensation. This was voted affirmatively by the senate. Mike Katovich will continue to follow this up at the next senate steering committee. An interim committee will be formed while the senate process moves forward.
5. Discussion followed on the recent faculty survey. Apparently there are ways to break down the data from this survey in a number of different ways (race, sex, etc). Members of the council expressed interest in following this up for there were several areas of concern from the survey that directly impact on activities related to our council.
6. We were told that a similar survey for staff may be coming out this spring.
7. The remainder of the meeting discussed several points of concern in the Quality of Life Report.

Angel Kwolek-Folland led this discussion. Although this report was presented to the senate, and some aspects appear to be under consideration by various other groups (example the tenure clock stop policy by the tenure committee), no formal follow-up of the report is obvious to the faculty. Angel highlighted several sections of the report that the committee would like to see raised by the senate/administration. The following numbers in the report were highlighted.

- a) Item I 3. Formalize some oversight for UF's quality of life climate. This may take the form of some external reviews or monitoring of these issues. Possibly be some faculty senate committee (that would need to be formed, like was done for the faculty compensation report).
- b) Item B- 2, 3, and 6 (Family Care and Disability leaves). Have some policy making process outlined for faculty to follow. For this to occur need faculty input and most likely to have the senate become involved. Chairs and administrators used to go through "training" for these positions. This no longer is done and should be. Maybe having some formalized training for chairs and one for deans, with yearly follow-up retreats. These administrators need to be aware of the issues and be able to assist and consult with faculty. There should be better web sites, faculty liaisons, etc to assist faculty in dealing with these issues. Guidelines have to be set up and disseminated.
- c) Item C- 1 (Active service with modified duties) The recommendation is to develop a central policy or guideline regarding this issue and include it in the faculty handbook. Basically this information has to be available and visible to faculty.
- d) Item D- 1 and 2. (Additional Institutional Support). Maybe the senate needs to step up to help develop formal programs to help with dual-career couples and university-wide support for faculty development (in areas like advising, etc).
- e) Item F. (Off-campus faculty). Some of these issues are being addressed with the re-apportionment of the senate, but there are some unique issues related to off-campus faculty that need to be addressed.

The general consensus of the group was that UF needs to have a "family friendly" policy that is formed, with faculty input, and made readily available to all.

8. A final issue that was discussed was that of sabbaticals. The policy should be more flexible. A relatively few faculty utilize sabbaticals. More emphasis should be placed on chairs to promote sabbaticals. Chair evaluations should include this aspect, how creative they are in getting faculty to utilize sabbatical leaves, etc.

Meeting adjourned at 1:00 pm