

Council on Academic Freedom, Faculty Quality and Faculty Welfare
Minutes
September 23, 2005
3:00- 5:00 P.M.
354 Tigert Hall

Mike Katovich called the meeting to order at 3:00 P.M.

The minutes from the 8.25.05 meeting were approved.

There are five actions that the committee will work on this year according to the council issues matrix developed by Kim Tanzer and Bernie Machen.

Ad-Hoc Compensation Committee

David Denslow updated the committee on the progress that the Ad Hoc compensation committee made in the past year. The committee looked into two issues: where merit pay raises were given and the gender effect of raises. There was a wide range of where merit pay raises were given and there was no coefficient where gender was concerned.

The council is working on bringing transparency to merit raises so that all faculty know what are the criteria and expectations for merit pay within their individual units.

Chris Snodgrass, who also serves as a member of the constitution committee, reported to the council on the progress of the Compensation Committee becoming an official committee.

Grievance Process

Kyle Cavanaugh reported on the Grievance Process. There is a set of variables that needs to be taken into consideration in developing a grievance process. They are: what can be grieved, the timing of the grievance, how long you have to make a claim, the duration of time a response can take, and the final resolution of the grievance.

Mr. Cavanaugh is looking at the possibility of hiring a Dispute Resolutions Officer (DRO). The DRO would be available for faculty to file a complaint. The DRO will work with parties to facilitate a resolution to the issue. If the complaint is not resolved with the DRO, the faculty member may file a formal grievance.

The case might be heard by an upper-level administrator in the college or by a faculty hearing panel as is currently done with the Academic Freedom, Tenure, and Professional Relations and Standards Committee. Institutions that employ a DRO settle most grievances at this informal first stage.

| The council spoke of the recent changes in the procedure for grievances voted on by the senate after recommendations from the Academic Freedom Tenure and Professional Relations and Standards Committee. Following a discussion and comments about the union's role in certain grievance situations, Mr. Cavanaugh proposed to meet with

representatives from the faculty union grievance committee and the chair of the Academic Freedom, Tenure, Professional Relations and Standards Committee to discuss possible options for the grievance process.

Benefits

Paula Fussell updated the council on benefits packages. There will be a human resources forum where one representative from each department will attend a workshop to discuss current issues regarding human resources. In an effort to provide more information about benefits all communications from Tallahassee are posted to the human resources Web site. Representatives from Tallahassee will train UF's Human Resources representatives about open enrollment.

Kyle Cavanaugh updated the committee on domestic partner benefits. The University is working with a vendor to provide benefits to employees with domestic partners. Human resources still has some issues to finalize with Tallahassee before the program is approved. There will be a screening process and regulations in place for employees to receive these benefits.

Human resources is moving forward with the FICA plan presented to this council last year. It most likely will be instituted in Jan and will cover OPS employees.

The council also discussed the reporting representative of the Faculty and Staff Benefits committee to the Council. Phillip Barkley is being asked to serve as the representative of the Faculty and Staff Benefits committee to the Council.

Tenure Policy

The Tenure Policy Implementation recommendations were distributed. The tenure committee made a list of changes in the way tenure is to be done and suggested ways in which a follow-up can be performed by this council.

The council is to review these proposed responsibilities of the council for discussion at October's meeting.

Quality of Life Task force recommendations

Council members were provided a list of issues from the task force that each member is to review and prepare to discuss at the next scheduled meeting of the council

Items on October's agenda: discussion of the Quality of Life Task Force issues, discussions on Tenure policy follow-up process by the council and continued update on benefits and a generalized grievance process.

The council agreed to meet monthly on a Friday afternoon as soon as elections of new members is completed

Attendees:

Mike Katovich
Chris Snodgrass
Paula Fussell
Douglas Cenzer
Rebecca Pauly
David Denslow
Kyle Cavanaugh