

**Council on Academic Freedom, Faculty Quality and Faculty Welfare**  
**Minutes**  
**November 18, 2005**  
**10:00 A.M. -12:00 P.M.**  
**202 Tigert Hall**

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**Attendees:**

Rebecca Pauly  
Chris Snodgrass  
Curt Hannah  
Paula Fussell  
Sue Percival  
Kyle Cavanaugh  
Joe Glover  
Doug Cenzer  
Mike Katovich  
Phil Barkley

**Guest:**

Angel Kwolek-Folland

Mike Katovich called the meeting to order at 10:00 A.M.

The minutes of the October meeting were approved.

Angel Kwolek-Folland discussed with the council the progress that has been made on the quality of life report.

1. The hire of Kyle Cavanaugh is a direct response to item I-3 (Consideration of ways to “institutionalize” creative oversight of life climate” of the report. Also the creation of this council has been tasked to follow-up on the quality of life report.
2. Progress has also been made on Item II-G of the report (Lesbian, Gay, bisexual and transgender Best Practices). Unisex bathrooms are being placed around campus and HR is working on partner benefits.
3. The changes in the tenure guidelines, including the criteria for “stopping the clock” (item E. Tenure extension policy) have been implemented.
4. A climate survey has been administered for the past two years to faculty, which addressed item I-1. The survey was based more on business model than an academic model, but it has provided much needed information.

Discussion on sabbatical policies, family care, trailing spousal hiring, leadership training, and faculty benefits followed. Some of the items within the Quality of Life Report are practiced at UF; however, many of these activities are either not well disseminated or not easily available to the faculty. Discussion followed as to how to access information, the need for better communication, and the different practices that occur around the campus.

One recommendation made was that an informational Web site be created to have one location where faculty can find information on topics such as tenure, sabbatical and family leave. The council felt that the faculty handbook provides legal information but no real practical information.

Dr. Glover said that tenure and promotion information is on the Provost's Web site. The Provost's office also hosts tenure work shops throughout the year. The council was very supportive of these activities and agreed that they are very beneficial to faculty.

Currently, chairs are not required to attend the Provost hosted chair training. There are two training sessions held each year. All new chairs as well as old chairs and deans are invited to attend. In addition there are academic leadership training conferences held on weekends for chairs and administrators throughout the university system. Unfortunately not all administrators/chairs are required to attend such conferences.

The council agreed that focusing attention on requiring all chairs to attend the training offered on campus may help to address some of the concerns that the Quality of Life report raised.

Dr. Glover suggested that the council needs to first decide where faculty should go to get information. Then the council should evaluate how to distribute that information.

The Faculty and Staff benefits committee asked if the Council could have input in the prioritizing the benefits "to do" list. The council suggested that the Faculty and Staff Benefits committee look at the Quality of Life Report, including all the appendixes to help with their prioritization. The Faculty and Staff Benefits committee was also asked to share their minutes with the council so they can coordinate efforts to help with the prioritization process.

Concerning the Quality of Life Report, Mike Katovich will bring two items to the steering committee.

1. Orientation course for new chairs/ refresher for old and follow up with the deans regarding attendance.
2. Talk to Janie Fouke and Kyle Cavanaugh about Web sites. The council may form a small sub committee to work on the informational Web site. (A Website at Wisconsin was one people were suggested to look at).

It was also suggested that Kyle Cavanaugh may address the senate with some of the initiatives his office have been working on.

Other Items discussed:

Kyle Cavanaugh met with Curt Hannah (Chair of the Academic Freedom, Tenure, Professional Relations and Standards Committee) to discuss the grievance process. The Academic Freedom, Faculty Quality and Faculty Welfare council is supportive of the DRO position and concurred it would be a good starting point for any grievance procedure.

Some details still need to be finalized.

Mike Katovich shared with the council a request made by the Budget Council dealing with faculty compensation and the guidelines recommended by the as hoc committee on faculty compensation (which reports to this council) and accepted by the faculty senate. These recommendations included the establishment of merit based compensation plans for all members of the faculty. Each unit was to develop these plans, with faculty input and approval. The budget council is prepared to request that such merit based plans are approved by a vote of faculty and that this vote be either written or electronic and conducted prior to March 1. This council endorses this request and will bring it up at the next senate steering committee meeting.

Mike Katovich also asked the council members to develop a list of questions regarding tenure for the proposed survey. These questions will be discussed at the next meeting.

Due to exams and the holidays the council agreed to have its next meeting in Jan.

The meeting adjourned at 11:30.