

Welfare Council
Minutes
November 14, 2006
8 – 10 am, Reitz Union, Room 346

Attendees:

Kyle Cavanaugh
Doug Cenzer
Marc Heft
Mike Katovich
Rebecca Pauly
Susan Percival
Chris Snodgrass

The meeting was called to order at 8:00 am.

The October minutes were approved.

We had discussion of the Promotion and Tenure survey. No specific trend or pattern was identified from any given college as related to compliance of the new guidelines. Several conclusions of the survey were discussed. One of the key points related to the promotion and tenure process requiring better communication with faculty regarding timelines and notification. It was noted that Dr. Glover's orientation to the process was helpful and could possibly be modified for an on-line resource. It was suggested that this could be in the format of streaming video. Training and faculty development was another area of emphasis which arose from this survey. It is a concern that promotion and tenure committee members may not be familiar with differences among the criteria from departments other than their home department. The survey indicated members of the committees as well as the APB did not fully appreciate the tenure when ready new guideline. Faculty development training sessions should review the Promotion and Tenure guidelines for candidates, department chairs, committee chairs, and deans. College committees should be provided with individual criteria of departments within their colleges.

A letter reflecting this discussion will be composed and forwarded to Provost Janie Faulk as well as chairs of the Promotion and Tenure committees and members of the Academic Personnel Board.

Brian Beach did not attend this meeting, but is anticipated to attend the December meeting to report further on the climate survey.

The Dispute Resolution Officer was discussed. Marc Heft was to forward the most recent revision from the AFTR for our council's review.

Kyle Cavanaguh, Vice President for Human Resources, discussed childcare resources. He noted that the functioning and operations of Baby Gator are becoming part of the Human Resources Unit. He suggested that Pam Pallas attend an upcoming council meeting to discuss childcare in more depth. It was noted that the climate survey indirectly addressed childcare and spousal hire issues and would be an area for information following any intervention to improve these resources.

It was discussed that the council would like to invite Associate Provost Debra Walker King to discuss chair orientation and implementation of the Sloan Award.

The meeting was adjourned at 9:45 am.

- Review of most recent revision of DRO (this was an e-mail from Marc Heft – if you could make a copy)