

**Welfare Council
Minutes
April 17, 2007
9-11 AM
272 Reitz Union**

Attendees:
Rebecca Pauly
Marc Heft
Susan Percival
Kyle Cavanaugh
Paula Fussell
Doug Cenzer

The meeting was called to order at 9:05 AM

The minutes of the February meeting were approved with a revision proposed by Kyle Cavanaugh to read: "The council discussed the current agreed upon market equity process for in unit faculty. The agreement was clarified which established a process for such requests. The contract agreement allowed for market equity increases (along with other discretionary increases as counter offers) to be provided to in unit faculty. There is not a separate pool for such increases."

Old business

APB

Dr. Pauly reviewed the outcome of the Senate meeting which discussed the County Extension Faculty and the APB. The Welfare council will need to revisit the issue. The council will meet with the APB to determine what is working and what is not working with the current system. The council will also research the tenure/promotion process of other land grant universities with specific focus on appointments similar to County Extension Faculty..

Tenure and promotion survey

The council would like to distribute the Promotion and Tenure survey again this spring. The council will add the following question to the survey:

"Do you think the process would be more favorable if structured within your administrative unit?"

The survey should be distributed by May 1st and sent to the faculty who completed the process last year, the faculty who went through the process this year, the faculty who served on the college level committees and the members of the Academic Personnel Board.

Baby Gator

The council will ask for nominations for faculty members wishing to serve on the task force. Pam Pallas should serve on the task force with council representative Susan Percival, a representative from human resources and five faculty members. The task force would survey child care at peer institutions and make recommendations for child care at UF.

New business

Climate survey

The climate survey results are anticipated by the end of May or beginning of June.

Requests to survey faculty/have participate in research activities

Dr. Pauly will write to the Provost and state that the council does not want to discourage research by setting any restrictions on faculty participation in surveys. The council recognizes that faculty may decline participation. If the requests become a burden to the faculty the council will revisit the issue.

Election of council chair

Rebecca Pauly will serve as the council chair for the 2007-2008 term.

The council also discussed the compensation committee. The council will discuss who should act on the previous report, what the exact charge of the committee is and who will offer administrative support for the committee.

The meeting adjourned at: 10:30 AM