

Welfare Council Minutes
February 22, 2007
202 Tigert Hall
2-4pm

Attendees:

Kyle Cavanaugh
Douglas Cenzer
Janie Fouke
Marc Heft
Mike Katovich
Pamela Pallas
Rebecca Pauly
Jim Selph
Chris Snodgrass

The meeting was called to order at 2:05 pm.
The minutes of the January meeting were approved.

The following issues were discussed:

I: IFAS County Extension Agents and the APB

There is a proposal before the Faculty Senate that the review for promotion and permanent status of IFAS county extension agents no longer include the Academic Personnel Board (APB). This was initiated by the APB and would be a 3 year pilot program.

The Council received a memorandum (dated February 16) from County Extension Agent Steve Futch of the Citrus Research & Education Center (Lake Alfred). Jim Selph, a member of the Faculty Senate and also a County Extension Agent, addressed the council with some concerns. (The letter from Futch is attached.) Here is a brief summary:

- (1) The agents were largely unaware of this proposal and would like time for a proper discussion and input. This is viewed as an issue of shared governance.
- (2) Extension agents are active in teaching, service and research and would like to be treated similarly to other faculty.

It was reported (by Janie Fouke) that 28 packets from Extension Agents were handled by the APB last year and all were approved by the APB, which also happened the previous two years.

The council agreed to have the issues brought by the County Extension Agents be discussed at the Senate Steering Committee with focus on improving communication and allowing discussion of parties involved.

II: Baby Gator

Pam Pallas is the Director of Baby Gator, part a UF child-care facility.

In previous meetings, she has outlined the need for a much larger program to accommodate the needs of the University community. The administration (Janie Fouke and Kyle Cavanaugh) and the Council agree that more resources need to be found for child care. The Quality of Life Survey as well as the long waiting list at Baby Gator is evidence of this unmet need. An enhanced child care program would be an important tool for recruitment and retention.

The council recommended that a resolution of support for Baby Gator be brought to the Senate and include the creation of a Task Force on Child Care. The Task Force will survey child care at peer institutions.

Pam Pallas will make a presentation to the Senate. She will meet with the Steering Committee and get this on the agenda.

General Discussion

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.