

**Welfare Council
Minutes
Friday November 9, 2007
9-11 AM
226 Tigert**

Attendees

Mary Ann Ferguson
Mike Katovich
Rebecca Pauly
Chris Snodgrass
Kyle Cavanaugh
Paula Fussell
Debra Walker King

The meeting was called to order at 9:08 AM

The minutes of the September 13, 2007 meeting were approved.

Tenure and Promotion survey

Dr. Pauly updated the committee on her meeting with the deans at the dean's breakfast. Dr. Pauly noted that much of the focus of the conversation related to the survey rather than the results.

The council will look at specific questions and discuss existing workshops to evaluate if these workshops meet the needs of the faculty. The council will also consider whether workshops should be mandatory for faculty and committees. The council agreed that an online toolkit would be helpful.

The council feels that attending a workshop once during the three year period is sufficient. The council will ask each college to describe their mentoring programs and policies and the implementation of these programs.

Childcare Subcommittee Report

The subcommittee has met with Pam Pallas and toured facilities. The University is looking into various options regarding child care.

Faculty Club Update

Dr. Pauly updated the council on the faculty club. Dr. Pauly met with the Harn Museum of Art and discussed holding a faculty club on Thursday nights in the spring. Chris Snodgrass noted that the Faculty Club should be a regular event.

Career Flexibility Policies and Search Committee Toolkit Report

Dr. King reported that the modules are currently online for everyone. Currently only the chairs need to be certified however, by the time interviews start everyone will need to be certified. The certification is valid for three years.

UF Faculty Climate Survey 2007

The council will focus on areas of relevance to the council's mission and identify ways to make a difference in these areas.

The council will also work to determine if negative scores are related to lack of knowledge about programs or because programs are not meeting the needs of faculty members. The council will start by looking at career development and quality of life.

The meeting adjourned at 11:15 AM