

**Welfare Council  
Minutes  
September 13, 2007  
2-4 PM  
226 Tigert**

**Attendees:**

Mary Ann Ferguson  
Rebecca Jordi  
Mike Katovich  
Rebecca Pauly  
Susan Percival  
Chris Snodgrass  
Paula Fussell  
Debra Walker King

The meeting was called to order at 2:04 PM

The minutes of the April 17, 2007 and August 21, 2007 meetings were approved

**Tenure and Promotion Survey**

Dr. Pauly reviewed the results of the Tenure and Promotion survey.

The Provost has asked Dr. Pauly to attend a dean's breakfast to review the results of the survey.

The council discussed results they found troubling.

**APB survey:**

The council would like to review questions 9 and 10. According to the new guidelines a candidate should not be looked at differently. The council will discuss this matter with the APB chair. The council will also summarize their interpretation of the surveys and send to the Provost. Additionally, the council will review the results with the APB. The size of the APB is a potential area to review.

**Committee member survey:**

Questions 8 and 9:

The council thinks that maybe the number of years should come off of the packet.

Questions 15 and 16 re: workshop attendance

The council feels that there should be a workshop specific to committee members. The council will help to determine what information they need in this workshop.

Question 10: unsolicited information

This should be pointed out to deans. Committees should not be addressing unsolicited information.

All colleges should be very clear about criteria.

The council agrees that a survey should be sent to department chairs.

### **Faculty results:**

Questions 5 and 6: mentored question

People need to use the mentoring process.

The council will ask each college for their mentoring policies

Question 8: The Council would like to know what colleges are not explaining tenure

Questions 9 and 10: Packaged Web workshop

### **Career Flexibility Policies and Search Committee Toolkit**

Dr. King updated the council on career flexibility policies and search committee toolkit.

The council discussed leave policies and payment of replacement faculty.

The tutorial is ready to test and will be launched in October. The Council will serve as a beta test group. The tutorial takes approximately 30 minutes to complete. Chair search committee members must complete this tutorial.

### **Climate Survey results**

Dr. Pauly will encourage the Steering Committee to place the Climate Survey on the Senate agenda. The council would like each policy council to review the results that fall within the councils' area.

### **Childcare**

Dr. Percival updated the council on the status of the childcare task force. The task force will develop a statement asking for the Senate's strong support for more childcare space. The task force will look into all of the issues surrounding childcare on campus.

The meeting adjourned at 3:57 PM