

Minutes
Faculty Welfare Council
April 9th 2009
283 Reitz Union

Present: Rebecca Jordi, Heather MacAuslane, Chris Snodgrass, Angel Kwolek-Folland, Paula Fussel, Sue Percival, chair

March minutes were approved with a clarification regarding the use of Student Evaluation of Teaching in the T&P process.

Living Well: Closing of Living Well was introduced and briefly discussed. Sue is gathering more information from Dr. Dorman, Dean of HHP. Understanding how important this is to the University Community will dictate further discussions by the Welfare Council

Parental Leave: a more family friendly policy is needed. Welfare would like to recommend that avenues for subsidizing parental leave be examined and ultimately implemented. With the generous leave policy that we enjoy, there should be ways to funnel some already existing leave hours into a parental leave fund. At minimum, the University of Florida should have something called "parental leave", whatever shape it may take.

T&P recommendations: Council will emphasize that the Deans explicitly charge their committees. The nature of the charges are to be decided by the Deans, however, the Council has recommended some of the charges that should be discussed. See report.

Student Perception of Teaching:

The evaluations should be useful to all units at the University, should reflect the diversity of the campus, should be useful to the individual faculty, the student and to the T&P process, and be in keeping with the reporting requirements of the State and Federal rules.

Delineate between the course and the instructor better.

We appreciate the active voice used by FAU in the SETs.

We would like to recommend that **a task force** do a focused study of the algorithms needed to weight the mean (i.e. large classes, challenging classes, required vs. elective, expected grade, year in school, etc.). This task force should possibly include the Associate Provost of Undergraduate Affairs. This Task Force might also discuss what the "average" score means in relation to average, and in relation to the College and Department average. One source of information is the notebook containing each unit's Criteria for T&P specifically in regard to the evaluation of teaching. Other Universities might also have useful resources. The task force should develop specific recommendations for improving the questions on the SET, the algorithm and the meaning of the "average" score.

The conflict of interest between teaching quality and SETs cannot be ignored.