

Welfare Council Minutes

March 14, 2019

8:00 am

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Present: Alice Rhoton-Vlasak, Leah Rosenberg, Stewart King, Chris Hass, Jodi Gentry, Ray Thomas, Ray Issa, Joe Riley, Laurie Bialosky, Suzan Alteri, and Yolanda Goode.

1. Call to order

The meeting was called to order at 8:05 a.m.

2. Approval of February minutes

The minutes were approved.

3. Chair's Report

1) UFHR Survey on Leave:

<https://news.hr.ufl.edu/hr-focus/ufhr-is-evaluating-its-leave-program-and-youre-invited-to-join-the-conversation/>

-Please review and complete.

2) Article shared by SCORS Chair Sylvain Doré:

<https://www.medpagetoday.com/publichealthpolicy/generalprofessionalissues/77476>.

-Please share.

3) Mentoring updates

-A Spring meeting for College Council Chairs is being organized by the Faculty Senate Office and will include diversity and mentoring topics and will feature speaker Antonio Farias, the UF Chief Diversity Officer.

4. Diversity / UAB Resolution

-[University of Buffalo news release](#) of its [Faculty Senate Resolution to Protect non-U.S. Citizen Members of the University of Buffalo Community](#) was shared for review and discussion. Council discussed providing a statement of support and its relation to current federal policies, such as DACA and Trump administration statements relevant to undocumented individuals and students. Ensuring consistency with similar support statements made by the administration and President Fuchs is an important tenet of any statement from council. While the resolution can broadly support diversity, equity, and inclusion at UF and to society as a whole, how are other peer universities and the UF Student Government handling this issue and environment? The council and Faculty Senate chairs can draft a resolution to submit to the Welfare Council for the April or fall meeting.

5. Sibson and HR Updates – VP of Human Resources, Jodi Gentry

-HR continues to examine results obtained from Sibson and VP Gentry provided a preliminary overview of benefits analysis, particularly in comparison to the top ten-ranked public and AAU peers and to 52 institutions. Key priority areas over five years to help attract quality faculty were identified. Merit, market factors, and internal equity were a focus in the analysis. Retirement, medical benefits, leave, quality of life benefits, and non-traditional/voluntary benefits were reviewed. Many benefits are offered through the state of Florida, but the university has some latitude at the local level to adjust some benefits. Pension and defined contribution plans were also discussed.

-In the fall, VP Gentry will share general information gleaned from college faculty exit interviews.

-It was noted that Gatorperks, leave, and retirement are the three items which garner the most traffic on the UF HR website.

-Inquiries were addressed about the Employee Assistance Program (EAP), and its funding and administration. It is currently housed as part of the Student Health Center in the College of Medicine. Over the summer, VP Gentry will work with council chair and the group managing EAP to help address EAP organizational and functional issues.

6. Non-tenure Track Faculty Titles - Associate Provost of Academic and Faculty Affairs, Chris Hass

-This agenda item is moved to the April council agenda.

7. Election of 2019-2020 Welfare Council Chair

-Suzan Alteri is elected as the Fall 2019 council chair. This item will be placed on the agenda at an upcoming meeting to determine the Spring 2020 council chair.

8. Adjournment

The meeting was adjourned at 9:20 a.m.