

**Welfare Council Meeting Minutes**  
**February 10, 2012**  
**10:00 a.m., 226 Tigert**

<b>Attendees:</b>	Tom Vickroy	Abe Goldman
Sue Alvers	Monika Ardelt	Paula Fussell
Deanna Pelfrey	Galia Hatav	Melanie Ross

Meeting was called to order at 10:04 a.m.

Minutes from the January meeting were approved.

Deanna distributed a copy of postings from Human Resources since the last Senate meeting concerning self-insurance.

### **Faculty Benefit Restructuring**

Paula Fussell noted that the 3% salary increase will be in out-of-unit faculty pay checks on March 1, 2012. The faculty union has not approved the university's proposal as of today's Welfare Council meeting. The in-unit faculty will not receive an increase until the union approves the proposal. The university is expecting the legislature to cut the budget by 4%-10% this year.

### **Self-Insurance Focus Group Report**

Melanie Ross gave a short report on the self-insurance focus groups. Consistent concerns were: choice, access, level of service, quality of health care, and the fast pace of instituting a self-insurance program for UF. There was also interest in wellness programs along with holistic approaches to health care. There most likely will be financial incentives to use UF doctors and facilities. Plans are to start having town hall meetings and visits to college assemblies in April. Also, many resources are posted on the Human Resources website. People are very anxious because of the lack of details. A suggestion was made to create a handout to distribute.

### **Faculty Evaluations**

Welfare Council will have guests Mark Tillman and Kathy Long at the March meeting to discuss faculty evaluations. Mark is in PHHP. His college does a 360 degree evaluation that is very detailed.

### **Faculty Parking Update**

Deanna met with Scott Fox about campus parking. We have 60,000 students and employees to fit into 24,000 parking spaces. Scott explained that we have gated parking available with no waiting list for about \$1000, if anyone is interested. It was noted that more people are riding buses and bikes.

### **Tuition Waivers**

Paula Fussell stated that her department continues to research data on tuition waivers.

### **Gender Inequalities**

Deanna distributed a copy of the [2004 Quality of Life](#) report to the council members.

Deanna reminded the council members that the Senate is requesting nominations for incoming chair-elect and senate representatives.

Meeting adjourned at 11.32 a.m.