

Welfare Council Meeting Minutes

April 6, 2012

10:00 a.m., 202 Tigert

Attendees:	Galia Hatav	Kathy Long
Sue Alvers	Abe Goldman	
Deanna Pelfrey	Paula Fussell	
Tom Vickroy	James Maruniak	
Monika Ardelt	Jodi Gentry	

Meeting was called to order at 10:04 a.m. by Deanna Pelfrey, Chair.

Minutes from the March meeting were approved with corrections. Introductions were made.

Self-Insurance – Communications Work Group

Jodi Gentry gave an update on the Communications Workgroup for the self-insurance project.

- After focus groups in the fall, the project was formally announced in January.
- FBMC Benefits Management was selected as the third party administrator for voluntary benefits.
- An informal outreach to community providers started in March with April designated as the start of a formal outreach process.
- Health plan designs with premium and pharmacy coverage information will be communicated in July.
- Retirees will most likely have a one-time option to join GatorCare or continue with state benefits.
- Open enrollment will start in the fall and will last about a month.
- Gatorcare will have a medical advisory board.
- The FAQ page on the website changes every few weeks, so please continue to refer back to the information. There will also be an online calculator to help employees decide the best plan to pick. It was suggested that a one page information document would be helpful to distribute to faculty during April and May as well as over the summer.
- The bill enabling self-insurance for UF remains to be signed by the Governor.

Faculty Evaluations

Deanna distributed an example of a complex model that HHP uses to evaluate faculty. Kathy Long noted that because of the uniqueness of each of the colleges, it is hard to find a model that works all over campus. Kathy will try to add more information on faculty evaluation at the new faculty orientation.

Gender Inequities

Deanna gave a brief review of this topic discussed at the March council meeting. Cheri Brodeur was a guest and the council discussed the 2004 and 2008 climate surveys. Cheri suggested that we should do another survey to find out if the perception is true about fewer women promoting to professor. During today's meeting, James Maruniak noted that there seems to be a university trend to hire lecturers and assistant instructors. Fewer faculty in tenure track positions could have long term consequences. Angel offered to work with Marie Zeglen to pull data that we already have to compare promotion and salary equity against national trends.

Tuition Waivers for Faculty Children

Paula Fussell researched six of our peer institutions such as Michigan, University of Texas at Austin, Minnesota, University of Washington and Ohio State. She found that none of these universities provide tuition for faculty children. As low as the University of Florida tuition is at this time, are tuition waivers really a recruiting tool? Paula offered to ask the Provost to consider something similar to what the

university does for staff members. Faculty would apply each year and the university would select 50 by lottery. It was noted that retirement plans and hiring a partner is more of a recruiting tool than tuition waivers.

Technology Innovations Advisory Committee

Deanna communicated with Andy McCollough who explained that this committee is inactive at the moment and will attend our next meeting for discussion about some ideas on restructuring..

New Business

Deanna was elected to continue in the Chair's position for next year.

Meeting adjourned at 11:55 a.m.