

**Welfare Council Meeting Minutes**  
**May 4, 2012**  
**10:00 a.m., 226 Tigert**

<b>Attendees:</b>	Deanna Pelfrey	Monika Ardelt
Chris Hass	Sue Alvers	Frank Bova
Angel Kwolek-Folland	Tom Vickroy	Galia Hatav
Cheri Brodeur	James Maruniak	Barbara Wingo

Meeting was called to order at 10:02 a.m. by Deanna Pelfrey, Chair.

Introductions were made and the minutes from April 2012 were approved. Deanna thanked all members for their hard work this past year and welcomed the 2012-2013 new members. She also distributed the Budget Council's Dean's summary. This is a synopsis of responses to the Budget Council survey of college deans regarding RCM impacts as of February 2012. Tom Vickroy asked if there has been any communication about RCM. He's noticed that faculty think that RCM is manipulated to get a certain desired outcome. It was noted that RCM rolls to the Dean's level.

**GatorCare**

At a prior meeting today, Deanna asked Frank Bova to attend and give an update on Gatorcare. The Governor vetoed self-insurance for the University's state employees, but there are other groups that work for the university that are already self-insured. These groups will be rolled into Gatorcare. Plans are to implement Gatorcare this fall.

The council expressed concern that faculty are not receiving communication on welfare issues. Deanna's suggested that the Faculty Senate Welfare Council communicate with each College Council's Welfare council (if they have one). Deanna will contact those in the CFCC to ask for a name to relay updates.

**Gender Inequalities Survey Options**

Angel asked the council what will it do with this information if it does a gender equality survey? Cheri Brodeur explained that historically it looks like there are a disproportionate number of women not making professor. Why is that and is this really an issue? She stated that there is not a lot of data out there. Most of the research is on women and STEM. Angel noted that we can take the data from the last 8-10 years that is public already and review. James Maruniak volunteered to chair a sub-council to look at this information. Angel and Chris Hass agreed to participate.

**Total Picture Faculty Evaluations**

Deanna mentioned that she recently received the draft statistics for the 2011-2012 student online evaluations. It looks like student online evaluations participation is increasing.

**Faculty Benefits Restructuring**

It was noted that the 3% pay increase that the administration offered to faculty to help cover the state's requirement for employees to pay toward their retirement is now off the table in the faculty union negotiations. However, there's a difference of opinion as the union insists it cannot be taken off the table once it's offered.

**Tuition Waivers**

This is probably a non-issue with the budget situation. Deanna mentioned that Paula Fussell was to ask President Machen if faculty can participate in the same type tuition lottery that staff has.

**Future Competitive Disadvantage**

President Machen asked the Welfare Council to research how the budget cuts have impacted recruiting. The council questioned what the plan is if it does find that recruiting is damaged because of the cuts. Rumor has it that public universities nationally are having the same issues and private universities are starting to recruit faculty from the publics.

Meeting adjourned at 11:55 a.m.