

**Welfare Council Meeting Minutes**  
**September 1, 2011**  
**1:00 p.m., 226 Tigert**

**Attendees:**

Deanna Pelfrey  
Kathye Light  
Paula Fussell  
Marvin Dewar

David Guzick  
Tony Offerle  
Scott Nygren  
Galia Hataf  
Abe Goldman

Tom Vickroy  
Sue Alvers  
Monika Ardelt  
Frank Bova

Meeting was called to order at 1:00 p.m. Deanna Pelfrey, Chair. Introductions were made.

**2011-2012 Charge**

Scott Nygren, Faculty Senate Chair, noted that there are many issues to work on this upcoming year. One of the major ones is the start of self-insurance for the University. Dr. Nygren asked the council to stay abreast of what is happening as the university transitioning to a self-insurance program.

**Self-Insurance Study**

David Guzick, Senior Vice President for Health Affairs, and Marvin Dewar, Interim Senior Associate Dean, gave background information about the university's interest in becoming self-insured. The goal is to have open enrollment Fall 2012 with "go live" self-insurance by January 2013. Paula Fussell is co-leading the benefits design. No change to coverage is planned at the beginning.

Dr. Guzick pointed out that faculty in the College of Medicine are University of Florida doctors, not Shands doctors. Improvements have already been made for university employees' care in the outpatient clinics. Gator Advantage is a new program where employees can be seen in the clinic within 48 hours with free parking available.

**Minutes**

Minutes from April were approved with corrections.

**Proposed Faculty Benefit Restructuring**

Scott Nygren explained that since the Welfare Council will be working full time on the self-insurance issue, he has asked the Budget Council to take the lead on benefits restructuring.

**2011-2012 Council Focus**

- Self-Insurance by January
- Benefits restructuring by December
- Tuition waivers
- Gender inequities
- Free speech

Meeting adjourned at 2:45 p.m.