

**Welfare Council Meeting Minutes  
March 15, 2013 10 a.m., 226 Tigert**

<b>Attendees:</b>	Rich Segal	Sue Alvers
Chris Hass	Aubrey Oyler	Abe Goldman
Deanna Pelfrey	Frank Bova	Michelle Mack
Cassie Macias	Galia Hataf	
Angel Kwolek-Folland	Kathy Long	

Deanna Pelfrey, Chair, called the meeting to order at 10:05 am.

February 2013 Minutes were unanimously approved.

**FEO – Kathy Long**

Dr. Long gave an update on FEO grants. This program was started in 2008-2009 as a three-year pilot project funded with \$2M annually from the President's Office and was focused on a goal of advancing academic/professional scholarly abilities of faculty members. The program continued in 2011-2012 with \$1.5M from the President's Office; and it was repeated in 2012-2013 with \$.5M from the President's Office. And, FEO dollars did not take the place of any existing Sabbatical/PDL monies. FEO's are intended to be flexible and not limited to traditional Sabbatical format. Application procedures and materials as well as samples of successful proposals are available at [www.aa.ufl.edu/FEO](http://www.aa.ufl.edu/FEO). Over the five-year period:

- 417 proposals were submitted (including Spring 2013)
- 306 proposals were approved and funded (not including spring 2013)
- \$5,312,270 in FEO funds were disbursed (not including spring 2013)

The program was a resounding success. It is at the end of five years of existence and its continuation will depend on a senate request for the funding from the President.

- Abe Goldman made a motion to recommend that the Senate request funding from the President's Office to continue the FEO program at the original funding level, if funds are available. Rich Segal seconded the motion. This motion passed unanimously.

**University Ombudsman – Abe Goldman**

Abe provided an update on the ombuds position research. A job description draft was distributed for the council to review. It was noted that this position would be a mediator not an arbitrator. Several of our peer universities have emeritus or retired faculty as the ombudsman. Several additions to the draft of the job description were discussed. Another draft will be prepared for discussion at the April Welfare Council meeting.

**Living Well – Cassie Marcias**

- Living Well has about 300 members. Cassie is trying to decide what direction the program should take. Florida Blue has provided funding for wellness and Living Well hopes to use that funding to improve its services. She believes that UF needs a more robust wellness program and asked the Council for suggestions how to make it better. Discussion centered on how to survey faculty to see what they would like to see in such a program.
- Galia made a motion to support the vision of a holistic wellness program that would reflect the needs and desires of faculty. Michelle seconded and the motion was approved unanimously.

**Faculty Competitive Retention and Recruitment – Chris Hass**

- Chris did not have any updates.

Meeting was adjourned at 11:30 a.m.