

**Welfare Council Meeting Minutes
November 30, 3 p.m., 226 Tigert**

Attendees:	Frank Bova	Andy McCollough
Aubrey Oyler	Paula Fussell	Marsha Mott
Deanna Pelfrey	Monika Ardelt	Kathy Long
Angel Kwolek-Folland	Galia Hatav	Whit Curry
Sue Alvers	Chris Hass	

Meeting was called to order at 3:04 p.m. by Deanna Pelfrey, Chair.

Minutes from October 2012 were approved. Deanna thanked the council for working to schedule meetings during the spring term.

Gator Advantage

Marsha Mott did a short presentation on Gator Advantage. Gator Advantage is a special program for University of Florida faculty, staff and Shands employees where the health science center will provide outpatient appointments in a timeframe acceptable to the patient, including next day, if requested. This service is available for all departments, specialties, clinics and Shands ancillaries. Appointment phone answering was moved to a centralized access center to improve hospitality and service. Dr. Whit Curry noted that Practice Gainesville has more doctors per capita, besides Rochester, Minnesota, in the nation. UF & Shands icare clinic has opened on Main Street and joins clinics in Eastside, Haile Plantation, Hampton Oaks, Jonesville and Magnolia Park. There are 5-6 doctors at each site making primary care more patient friendly and more accessible.

Gatorcare

Paula Fussell mentioned that the university plans to try again to get Gatorcare through the legislature for the university employees who now must get health insurance from the state.

UF Technology: Now and the Future – Andy McCollough, Associate Provost, gave a presentation on E-Learning at the Faculty Senate meeting. As a follow up he was asked to join the Welfare Council meeting to see if Council members had any questions. He noted that more students are arriving to university with technical skills and have participated in online learning. Because of this factor, the demand is increasing to provide online courses. The university has partnered with a MOOC company called Coursera which includes a significant list of outstanding universities. Currently a non-credit educational opportunity for students, Coursera seeks to move toward giving credit for their free online courses.

Total Picture Faculty Evaluations Update

Monika Ardelt asked for clarification regarding the type of faculty evaluations. What does 360 degree evaluation mean? Kathy Long explained that the evaluation represents the faculty member's ability in teaching, research and service. Student evaluations, peer evaluations, self-evaluation and supervisor evaluations are all taken into account. Many colleges use this type of evaluation. Kathy suggested that the Council invite Dr. Glenn Good, Dean, College of Education, to a council meeting to give ideas of state of the art evaluations.

Ombudsman

After reviewing the documents that were provided prior the meeting, the council discussed whether a faculty ombudsman is something that the university needs. Concerns that were raised were:

- How this would be different than what we have already with employee relations?

- How does this fit into the bargaining unit?
- How will this be funded and paid in the light of RCM?
- What kind of power will this position have?
- Where's the space for this position plus a support position?

The Council would like to hear from Abe Goldman who has been researching this project. Paula Fussell has information that would be useful along with someone from the bargaining unit.

Faculty Competitive Retention and Recruitment Disadvantage

Chris Hass reviewed benefits from other universities and found that basically we seem to have the same benefits as others. Chris mentioned that most faculty do not want to entertain other offers. Improving the work environment would be more helpful for retention. He noted that good department chairs create an environment that make faculty feel appreciated and respected. New department chairs should have mentors to help with becoming good chairs. Also a faculty center where people can gather would be another positive idea.

Meeting adjourned at 5:20 p.m.