

**Welfare Council Meeting Minutes
October 5, 2012, 10 a.m., 226 Tigert**

Attendees:	Angel Kwolek-Folland	Frank Bova
Aubrey Oyler	Michelle Mack	Paula Fussell
Ron Anderson	Sue Alvers	Monika Ardelt
Deanna Pelfrey	Abe Goldman	

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

Introductions were made and the minutes from September 2012 were approved.

Deanna mentioned that subcommittees have been created this year which include faculty that are not members of the Welfare Council.

Gator Advantage

Marsha Mott asked to do a presentation on Gator Advantage, however, she was asked to postpone it to another time so that people will not confuse Gator Advantage with open enrollment which will be starting soon. Frank Bova was concerned about who patients contact if they have issues with Gator Advantage. It was mentioned that some people are contacting Marvin Dewar's office. A suggestion was made to add liaison contact information to the website for patients with concerns. Paula said that she'd discuss the issue with Laura Gruber.

Gatorcare and Open Enrollment – Paula Fussell, VP, Human Resources

Monday begins Open Enrollment and will continue until November 2, 2012. During this time, employees can make changes to their existing benefits. Gatorcare has about 20,000 employees from UF & Shands, clinical faculty, residents and house staff, graduate students, domestic partners, etc. Gatorcare's plan is more robust than the state plan. Human Resources will have enrollment counselors available to help employees decide what program is best for them. There will be four or five information sessions in the Reitz Union. A Benefits Fair is scheduled for October 23 at the Touchdown Terrace. The fair will be an all-day event. Open Enrollment will continue for 3.5 weeks.

Ombudsman – Ron Anderson, Student Ombudsman

The Welfare Council was asked to look into the feasibility of having a faculty ombudsman and, if so, to suggest the role, responsibilities, and skills required for such a position. Ron Anderson provided a short explanation of his duties as the UF Student Ombudsman. Ron emphasized that the most important qualities of an ombudsman are superb listening skills and the ability to maintain confidentiality. Students visit his office for a variety of reasons. An ombudsman must be neutral and it would be helpful if that person had familiarity with the campus and its culture. The Welfare Council agreed that the role of the ombudsman should be that of a mediator rather than an arbitrator. Abe agreed to head a subcommittee on this issue. This subcommittee was asked to gather information and brief the Council re: options for discussion at our next meeting. Plans are for Welfare Council to have a recommendation by the start of the spring semester.

Gender Inequities: Update – Jim Maruniak

Jim did not attend the meeting today. Angel mentioned that from the data that we have received, our university looks like others.

Meeting adjourned at 11:45 a.m.