

**Welfare Council Meeting Minutes**  
**September 14, 2012**  
**3:00 p.m., 226 Tigert**

<b>Attendees:</b>	Abe Goldman	Monika Ardelt
Deanna Pelfrey	Chris Hass	Sue Alvers
Cheri Brodeur	Galia Hatav	Paula Fussell
James Maruniak	Susan Webster	

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

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

Deanna noted that Welfare Council has many issues to work on this year. The only way the council can handle all of these items is to establish committees that can meet separately and, then, present their recommendations to full council. As we move through the agenda, she asked that members consider leading one of the committees in 2012-2013.

**Self-Insurance Update – Paula Fussell**

Paula Fussell noted that Gatorcare is moving forward with 20,000 employees long with 40,000 family members. Participants are Graduate Students, post docs, clinical faculty, residents, Shands at UF and also Jacksonville and some DSOs. Administrators are Florida Blue for medical and Magellan for Pharmacy. About 11,000 UF faculty and staff will not participate because they are on the state plan. Open Enrollment is October 8 to November 2. She explained that there will also be voluntary plans that everyone can participate such as two new dental plans, pet insurance, prepaid legal, additional life insurance, etc. Packets for open enrollment are going out next week.

**Benefits Restructuring – Paula Fussell**

Last year because of the state-required retirement contribution, out of unit faculty received a 3% salary increase. Also, the maximum vacation annual leave accrual was reduced from 480 hours to 352. Faculty who formally retire by 2016 can keep their leave. The university pays anywhere between 3.5 to 5 million dollars in payout each year to retirees. Some years it's been as high as 19 million dollars.

**Tuition Waivers for Faculty Children Update – Paula Fussell**

Providing tuition waivers for faculty children has been taken off the table because of budget reductions. The administration is focusing more on improving salaries.

**Faculty Competitive Retention and Recruitment Disadvantage – Deanna Pelfrey**

President Machen asked the council to research and to consider how budget cuts may have an impact on faculty recruitment and retention. The council questioned if faculty members have been poached by other universities. Chris Hass expressed a willingness to take the lead on exploring this issue.

Cheri mentioned that Tom Mitchell from the UF Foundation has offered to setup the lobby area in Emerson with gourmet coffee for faculty to meet and gather. Also, a new faculty meet and greet at the Blue Gill will be announced shortly along with more gatherings in the future.

**Faculty Welfare Councils: Colleges – Deanna Pelfrey**

Last year the council experienced that there was no central mechanism to get informational messages to the various colleges on and off the Gainesville campus. The suggestion for this year is to identify the chair of the faculty council/senate at each college and distribute regular updates to faculty through this contact. Deanna is working with Cheri Brodeur and Sue Alvers to secure these contacts.

**Gender Inequities: Update – Jim Maruniak**

Jim stated that he and Angel Kwolek-Folland have not met since last May but will follow-up and begin work on this effort.

**Ombudsman – Cheri Brodeur**

Several of the councils and committees in the past have requested that the university have a faculty ombudsman. The concept involves having a specific individual identified who could look at both sides of an issue or disagreement and help resolve a conflict. Dr. Glover has agreed to have a Faculty Senate Council research the role of an ombudsman at other comparable universities; the intent is to identify the responsibilities, professional credentials and a job description for such a position. Cheri suggested talking with Ron Anderson who is the student ombudsman.

Meeting adjourned at 5:00 p.m.