

September 3, 2020

Dr. William Self
Faculty Senate Chair
Phillips Hall, Room 207,
University of Central Florida
Mail Code 0070

Dear Dr. Self,

Please accept the attached report of activities of the Faculty and Staff Benefits Committee. The committee met three times to discuss business akin to its mission. Among the items discussed was the possibility of employee wellness initiatives at UCF, the benefits available off-campus, late registration using employee waivers, supplementing cost to outside fitness centers, and reinstating Vanguard as a 403(b) Investment Plan at UCF. An issue revisited—but never addressed, due to COVID-19—concerned the status and lack of benefits accorded to Other Personal Service (OPS) staff.

We hope that the enclosed report will shed light on benefit-related issues at UCF and stimulate further discussion and action. Should you have any questions, do not hesitate to contact me. It has been my pleasure to serve as Committee Chair, and I would like to express my appreciation to the Human Resources Office and committee members in assisting us in accomplishing our work for this year.

Sincerely,

Lee E. Ross, Ph.D.
Professor
Department of Criminal Justice
12805 Pegasus Blvd. HPA1, Rm. 361
408-823-0757
lross@ucf.edu

The Faculty & Staff Benefits Committee
An2020 Spring Semester
Annual Report

Committee Chair: Lee Ross

Committee Members: Maribel Amaro-Garcia, Dennis Dulniak, Tania Gutierrez-Catusus, Hansen Mansy, Joanne McCully, Daniel Murphee, Jodie Nichols, Karen Sgambati, Peter Spyers-Duran, Grace Teo, Xiaochuan (Sharon) Wang, Ida Cook, Lynda Dennis, Xiaoxiao Fu, Lin Huff-Corzine, Guifang Li, Justine Tigno-Aranjuez; Francisco Guido-Sanz; Synithia Dowdell, Shelia Daniels, Ashley Longoria; Maureen Binder.

Summary of Activity

The Faculty & Staff Benefits Committee met twice during the spring (2020) semester. We did not reconvene after spring break—due to the advent of COVIDI-19. During our meetings, the following issues were raised by committee members in communication and discussion with various HR representatives.

1. FACULTY/ STAFF SURVEY

The clarify the wants, needs, and desires of faculty and staff, HR reported that the existing Wellness Group was developing an initial interest survey, and was working to finalize the questions/format. Committee members wished to suggest survey items and review the final version before it is administered. Thus far, the final version has not been shared with the committee. Committee member, Dennis Dulniak, attended the HR Wellness Workgroup and requested to become a permanent member. The Workgroup approved his request.

2. BENEFITS AVAILABLE OFF CAMPUS

The committee explored the prospects of providing preferred parking to expectant mothers who work off-campus (i.e., Research Park). We were informed (by HR) that the UCF Expectant Mothers Parking Program is only available to faculty and staff permit holders. Moreover, the program is only applicable to on-campus locations that require parking permits (as UCF HR manages the program in partnership with UCF Parking Services).

3. SUPPLEMENT COST OF OUTSIDE FITNESS CENTER

The committee expressed an interest in having the university supplement the cost of outside fitness centers. A series of partial sponsorship options were explored (such as Gym Pass), but none have advanced. Florida International University (FIU) is the only State University System of Florida (SUS) school that offers an

official Health and Wellness Program, which is a limited program consisting of meditation, stretching at the beginning of meetings, and an onsite EAP.

4. PRIORITY LATE REGISTRATION USING EMPLOYEE WAIVER

The discussion involved the required late class registration when an employee uses an employee waiver in place of paying for the class. HR asserts Florida state statute governs this issue, it is not an employee benefit, and thus not within the scope of this committee.

5. ALTERNATIVE RETIREMENT INVESTMENT PLANS

The committee entertained the suggestion of reinstating Vanguard as a 403(b) Investment Plan at UCF. The advantages and disadvantages of doing so were discussed and responded to by HR. The committee wanted to gather additional insights in hopes of revisiting this issue in the fall semester.

6. STATUS OF OTHER PERSONAL SERVICES (OPS) EMPLOYEES

The committee inquired about an update on moving the OPS employees into permanent positions. UCF was looking into how other SUS schools, specifically UF, were handling this situation. The 2018-19 committee referenced a UF report stating if the school could not fund the position, they were moving the employee to a temp agency and hiring them through the agency so they would have benefits. This issue will be revisited in the 2020-21 school year.