

UF

New Faculty Orientation





This *is* Home

UF

New Faculty Orientation

NETWORKING ACTIVITY





CASE FILE

CONFIDENTIAL

Clue
THE CLASSIC DETECTIVE GAME

1 Case File

+

4 "Who Done Its"

=

Extra chance at a...





UF

Hey, what's your big idea?! Inclusion, Diversity, equity & Accountability @ UF

Antonio Farias
Chief Diversity Officer

 [@GatorCDO](https://twitter.com/GatorCDO)



CDO Role: Servant-Leader

Engage, Connect, Communicate

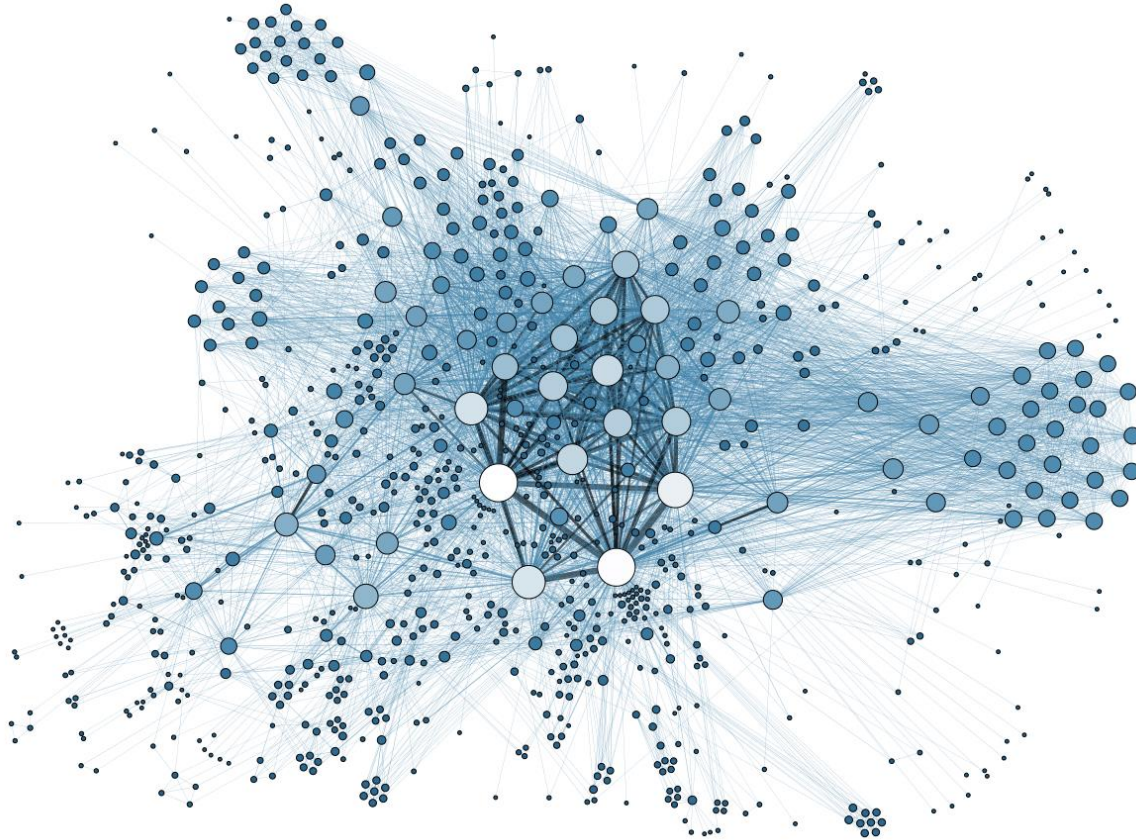
- Coordinate system-level change
- Support ground-level innovation
- Empower others to embrace change
- Tell a complex story

Culture Change 101

Our culture is our strategy, so focus on people, not paper

- What don't I know?
- What do I keep doing?
- What do I stop doing?

Your Campus Diversity Liaison Is Your Access Point



Systems and complexity create wicked problems.

Interdependence and diverse “teaming” creates innovative solutions.



Are we ready to level-up?

Equality



The assumption is that **everyone benefits from the same supports**. This is equal treatment.

Equity



Everyone gets the supports they need (this is the concept of "affirmative action"), thus producing equity.

Justice



All 3 can see the game without supports or accommodations because **the cause(s) of the inequity was addressed**. The systemic barrier has been removed.

What is Implicit Bias?



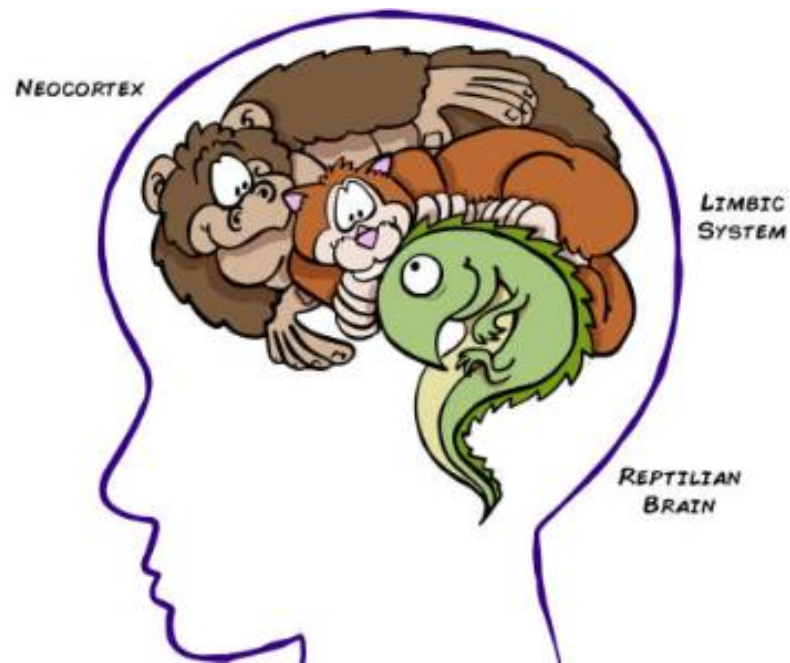
Sorting 11 millions bits per second...



Good-ish



Break the Bubble Through Dialogue, Networking, & Mentoring



On-demand access to the mentoring, tools, and support you need to be successful in the Academy

Join NCFDD

How to Thrive in Academia

We focus on four key areas that help you achieve extraordinary writing and research productivity while maintaining a full and healthy life off campus.

1. Strategic Planning

Learn how to plan your academic year, your term, and your weekly schedule in a way that is aligned with your tenure and promotion criteria

2. Explosive Productivity

Learn the skills and strategies that will help you to publish more research, win more grants, and manage your internal resistance to writing



4. Work-Life Balance

Learn how to reduce your stress, prioritize your self-care, and find balance in your personal and professional life

3. Healthy Relationships

Learn how to manage your professional relationships and build a thriving network of mentors, sponsors, and collaborators



Join Now!
It's a Free Gator Perk!
cdo.ufl.edu



Work/Life Balance

What is it? How do you achieve it?

Find us on:

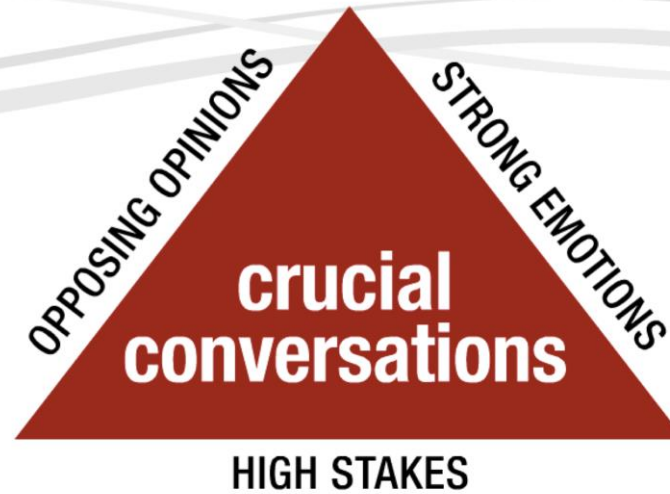
- *Soundcloud*
- *iTunes*
- *Stitcher*
- *Google Play*



Laying The Foundation

What Makes a Conversation Crucial?

Three elements:



Beyond Belief: Become A Doer

Am I a...

- Bystander?
- Ally?
- Accomplice?





UF

Benefits and Rewards at UF

UF Human Resources

Jodi Gentry
UFHR Benefits Team

August 16, 2019





BENEFITS LANDSCAPE

The Good News: UF offers a wide range of benefits to our employees.

The Bad News: Navigating the options can be tricky for employees.

The Good News: We know this and are here to help!

REQUIRED PLANS

TWO KEY DECISIONS EVERY NEW EMPLOYEE MUST MAKE

WHICH HEALTH INSURANCE?

Decide within the first 60 days

STATE PLANS:

*HMO — Aetna in Gainesville,
varies throughout the state*

PPO — Florida Blue

UF PLAN:

*GatorCare — College of Medicine, domestic
partners*

WHICH RETIREMENT PLAN?

Decide within the first 90 days

FRS Pension

FRS Investment

SUSORP Optional Retirement Program

COMMUNICATION

TWO DIFFERENT SOURCES FOR YOUR COMPLETE BENEFITS INFORMATION



STATE OF FLORIDA

Be sure your home mailing address is current – especially if you recently relocated. The State of Florida (PeopleFirst) sends benefits information to you through the mail.



UNIVERSITY OF FLORIDA

UF will send you benefits information through your UF email address.

HEALTH CARE OPTIONS

alex helps you determine which option is best for you.

alex®

UF



ALEX can help you make your best benefits decisions ever.

ALEX provides a summary of your benefits and is accurate to the best of our knowledge. But you should fully review all of your benefits documents before enrolling. ALEX may provide estimates or suggestions, but only you can elect benefits to best suit your needs. This is not an application for enrollment.

By clicking "Get Started," you acknowledge that you understand this and agree to the [Terms of Service](#) and [Privacy Policy](#).

Get Started ▶

myalex.com/uf



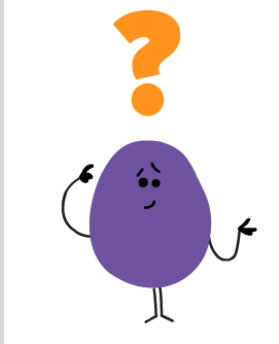
SELECT YOUR ROLE

Alex provides a variety of options based on your job position

What best describes you?

Choose One

- Staff (TEAMS)
- Faculty
- Temporary Staff and Adjunct Faculty
- Graduate Assistants
- Health Science Center Faculty
- Clinical Faculty (College of Medicine)
- Residents (Medicine Housestaff and Dental residents)
- Residents and Interns (College of Veterinary Medicine)



SELECT FACULTY

if you work in a college such as Engineering or the College of Liberal Arts and Sciences.

SELECT CLINICAL FACULTY

if you are a faculty member who is a physician (clinical or tenure-track) in the College of Medicine.

SELECT HEALTH SCIENCE CENTER FACULTY

if you work in Dentistry, Vet Med, Health Professions, Pharmacy, Nursing or as non-clinical faculty in the College of Medicine.

COMPARISONS

Medical Details

View/compare

See more details about a plan, compare plans side-by-side, or choose which plan you want.

State PPO (FL Blue)		State HMO (Aetna)	
<input type="checkbox"/> View/compare details		<input type="checkbox"/> View/compare details	
In-network			
Premium	\$90 twice a month	Premium	\$90 twice a month
Family deductible	\$500	Family deductible	No deductible
Family out-of-pocket maximum	\$14,700	Family out-of-pocket maximum	\$14,700
Individual out-of-pocket maximum	N/A	Individual out-of-pocket maximum	\$7,350
Family coinsurance maximum	\$5,000	Family coinsurance maximum	\$3,000



IMPORTANT



**Make your Health Care
selection within 60 days of
your hire date.**

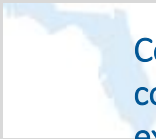
LESSONS LEARNED

Health Care Coverage Start Date

You can ask for an early start date if you enroll in the State HMO/PPO



Normally your health care benefits will start on October 1.



Contact PeopleFirst if you would like to arrange for coverage beginning September 1st. You will see extra deductions in your paychecks.



GatorCare coverage begins on your start date.

Health Care Coverage Adjustment

Open enrollment is in October.

This is the only time you can adjust your health care benefits unless you have a qualifying event such as a new baby or change in marital status.

Dependents Health Care Coverage

To add your dependents you will need to provide documentation (such as a birth certificate, tax return, etc.) to prove dependency.



UF

RETIREMENT LANDSCAPE

PLANS OFFERED THROUGH:



STATE OF FLORIDA



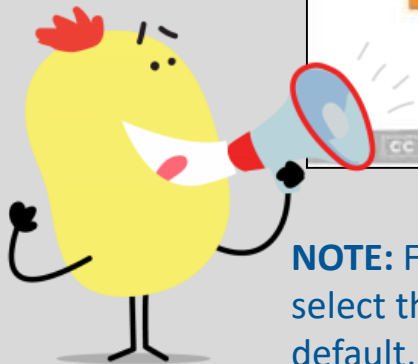
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RETIREMENT OPTIONS

alex helps you determine which option is best for you.



The screenshot shows a web interface for retirement options. At the top right is the URL myalex.com/uf. The main heading asks, "Have you already enrolled in one of these plans?". Below this are four orange buttons: "The FRS Investment Plan", "The FRS Pension Plan", "The Optional Retirement Plan", and "No, I haven't enrolled yet". To the right of these buttons is a yellow callout box with the text: "Law Enforcement enrolled in the Pension or Investment plans are designated as special risk." with a right-pointing arrow. At the bottom left of the screenshot is a Creative Commons license icon (CC BY-NC-SA) and a speaker icon.



NOTE: For those employees eligible for the SUSORP, you have **90 days** to select this option. If you do not make an active election within 8 months, by default, you will be in the FRS Investment Plan.

OPTIONAL RETIREMENT PROGRAM

- Vests immediately.
- Contributes the minimum of 3% of gross pay and UF adds 5.14% to the investment account. Employee has an option to contribute up to an additional 5.14%.
- Faculty in the Health Science Center are required by the state to participate in the SUSORP plan.
- You direct how contributions are invested.



**Dr. Lyons is a
new faculty
member.**

FRS INVESTMENT PLAN

- 1-year vesting requirement.
- New in her career and wants to maintain an option for the pension plan.
- Contributes the minimum of 3% of gross pay and UF adds 3.3% to the individual investment account.
- You direct how contributions are invested.



Dr. Henderson is a new tenured-track faculty member.

FRS PENSION PLAN

- 8-year vesting requirement.
- Contributes the minimum of 3% of gross pay and UF also makes a contribution to the trust fund.
- Pension payout is based on a complex state formula, based on years of service, age, and highest 8 years of salary.



**Dr. Bennett is a
faculty member
hired with
tenure.**

IMPORTANT

**Make your Retirement
selection within 90 days of
your hire date.**

SUPPLEMENTAL PLANS

BOTH THE STATE OF FLORIDA AND UF OFFER A RANGE OF SUPPLEMENTARY BENEFIT AND RETIREMENT PLANS



STATE OF FLORIDA

Benefits

- *Life Insurance*
- *Dental*
- *Disability*
- *Vision*
- *Also: Flex Spending, Health Savings Account, Accident, Cancer, Hospitalization, Hospital Intensive Care*

Retirement

- *457 Deferred Compensation*



UNIVERSITY OF FLORIDA

Benefits

- *Life Insurance*
- *Dental*
- *Disability*
- *Vision*
- *Also: Legal*

Retirement

- *403b: TIAA, VALIC, VOYA, MetLife, Fidelity*
- *AEF Retirement Plan (403b) for College of Medicine Clinical Faculty*

SUPPLEMENTAL RETIREMENT PLANS

USE ALEX TO EXPLORE THESE OPTIONS.



TAX DEFERRED 403(B) AND 457

- Deducted before taxes
- Pay taxes when you withdraw

ROTH 403(B) CONTRIBUTION

- Put into account after taxes
- Don't pay taxes on earnings

Did you catch all that?

Yes, I did.

No, could you repeat it?

LESSONS LEARNED

No retirement plan selected?

You will automatically go into the FRS Investment Plan unless you are mandated to join SUSORP.

There is a 1-time option to change between the FRS Investment plan or the FRS Pension plan.

If you have retirement from a previous employment at another State of Florida institution, make an appointment with a benefits counselor.

Payroll Deductions

Why are there deductions when I have not chosen a retirement plan yet?

Contributions are mandated by the State. They will credit the correct Plan once you have enrolled.

Adjusting your Voluntary Contributions

You may adjust your optional retirement contributions at any time.

TIME AWAY

PAID HOLIDAYS

There are 10 per year.

LEAVE ACCRUAL

You will begin to accrue vacation and sick leave at your date of hire in proportion to your FTE.

VACATION LEAVE

Fulltime 6.769 hours accrued biweekly.

SICK LEAVE

Fulltime 4 hours accrued biweekly.

USING VACATION HOURS

Vacation hours over 352 (480 for faculty covered by the UFF collective bargaining agreement) that are not used by end of the calendar year convert to sick leave.

9 or 10 MONTH ACADEMIC FACULTY

Academic (9- and 10-month) appointments do not normally accrue vacation leave.

EMPLOYEE ASSISTANCE PROGRAM

- Employees and household members may request up to 6 free visits per person, per household, per calendar year
- Call toll-free number — 833.360.0103 — 24/7 to speak to a counselor who will answer questions and, if needed, refer you to an area provider
- Network includes providers throughout the state and world
- ALSO: Worklife resources and services, including:
 - Child and elder care, moving and relocation, home repair, and more
 - Legal guidance and financial consultation
- Search online directory and resources or get a personal response to your particular need
- Visit eap.ufl.edu or email eap-help@ufl.edu for more information

EMPLOYEE EDUCATION PROGRAM

- Tuition assistance for up to six credit hours of instruction per semester at the state university closest to your work location
- Available after six months of employment in good standing
- **Please note:** EEP application process does not replace the University of Florida admissions or registration process
- Any employee interested in participating should review the institution's admissions policies and procedures in order to ensure proper enrollment for courses.
- Visit learn-and-grow.hr.ufl.edu and navigate to "Education Programs" to review program policy, eligibility criteria, and registration guidelines

REMEMBER!

SELECT YOUR HEALTH CARE AND RETIREMENT NOW!

- 60 days to enroll in benefit plans / 90 days to enroll in retirement plans
- State health premiums are paid in advance, meaning September deductions will pay for October coverage.
- Contact PeopleFirst if you would like to arrange for coverage beginning September 1st.

Enrollment portals:

STATE OF FLORIDA

[PeopleFirst.MyFlorida.com](https://peoplefirst.myflorida.com)

Use People First ID and initial password Pf + 6-digit date of birth

UF/GATORCARE

my.ufl.edu

Use Gatorlink login and password, navigate to Main Menu > My Self Service >Benefits Enrollment



TOP 5

Retirement & Benefits Takeaways

YOUR BENEFITS

START HERE

1

Check Your Mail and Email

UFHR will contact you by email, and the State uses postal mail. Watch for both, since each contains important information regarding your benefits options.

2

Update Your Mailing Address

If you recently relocated, your former address may still be listed in the myUFL system. Now is a good time to double-check your mailing address and to ensure your mail is being forwarded.

3

Enroll in Insurance

You must complete your benefits enrollment within **60 days** from your date of hire. Otherwise, you will have to wait until Fall Open Enrollment to make elections for the next calendar year.

4

Enroll in Retirement

If you are eligible for and want to enroll in the State University System Optional Retirement Plan (SUSORP), you have **90 days** to complete enrollment. Otherwise, you will default into the Florida Retirement System Investment Plan.

5

State Health Early Start Date

The State requires employees to pre-pay their health premiums one month in advance. As a result, employees beginning in Aug. would typically have an effective date of Oct. 1. If you would like your benefits to take effect Sept. 1, be sure to call PeopleFirst at **866-663-4735** prior to **Aug. 30**.

Questions? Contact UFHR Benefits at benefits@ufl.edu or **(352) 392-2477**



Want to learn more about your benefits options?
Visit www.myalex.com/uf to find the right plan for you.

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FLORIDA

QUESTIONS?



ALEX can help!

www.myalex.com/uf

Our website can help!

benefits.hr.ufl.edu and navigate to
My Benefits > Explore My Options > My Eligibility
for further details on these employee types

Benefits Specialists can help!

[Book an appointment online](#) | [Contact form](#)

Call: (352) 392-2477 | Email: benefits@ufl.edu



UF Benefits Counselors

Eric Kegley (left)

Sylvia Robertson (middle)

Debbie Sellers (right)

THANK YOU



UF

PROFESSIONAL DEVELOPMENT NEXT STEPS

**SCOTT BLADES, ASSISTANT DIRECTOR OF TRAINING
& ORGANIZATIONAL DEVELOPMENT**



Three more items

1

Opportunities to continue your orientation

2

Quick survey of today's event

3

Closing remarks

NEXT

STEPS



NO

**As new faculty member,
what would have made your
adjustment to UF easier?**

“Strong community of colleagues”

“Increased social functions to integrate into the campus community of other new faculty”

“A way to feel more a part of the community faster by participating”

EXPERIENCE UF

Monthly Information Sessions



Social Networking



Various Locations



Catered Food & Beverages



September 16, 2019

Hippodrome Theater

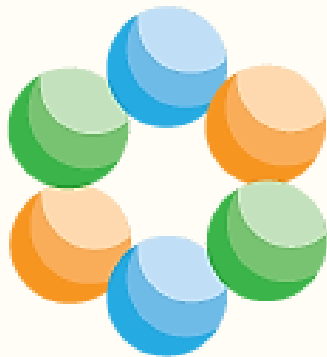
October 10, 2019

Harn Museum

November XX, 2019

Innovation Hub

EXPERIENCE UF
CONNECT. ENGAGE. BELONG.



5:15 pm until 7:00
pm
Catered Appetizers
Variety of Beverages

Socialize
Network
Integrate
Learn

EXPERIENCE UF

ORIENTATION

Experience UF

New Employee
Orientation

New Staff Enrollment

New Faculty
Orientation

New Faculty
Enrollment

New Researchers

THE ESSENTIALS

UF INFORMATION
TECHNOLOGY

POLICIES &
PROCEDURES

CONNECT. ENGAGE. BELONG.



Welcome to UF! We are excited to have you as part of our community. Here at the University of Florida, we are eager to make your transition into this next chapter of your career as easy as possible. UF Human Resources, in partnership with the [Office of the Provost](#), want to support your transition to UF and the Gainesville community through our **Experience UF** program.

Experience UF is an academic year-long program tailored for new faculty and professionals, especially those who have recently relocated here. Each month, there will be a sponsored social networking event on campus or within the Gainesville community. You'll have the opportunity to meet campus and community leaders, as well as colleagues from across all disciplines. We want to introduce you to resources on campus and in our community that can benefit you for many years to come.

New faculty and professionals will receive an invitation to attend our social events each month from UF Human Resources with details about the venue and a link to register. If you don't receive an invitation, please contact experienceuf@hr.ufl.edu and let us know. Come Experience UF with us!

Event Survey

Please check your email and
complete it.

5 Minutes



UF

Closing Remarks

JODI GENTRY,

Vice President of UF Human Resources





UF

New Faculty Orientation

Please join us in the lobby for the evening reception

