

Report to the University Council
Benefits Committee
February 5, 2009

The Benefits Committee met on September 4, 2008, October 24, 2008, and January 16, 2009.

1. In the September meeting, Stephen Rathbun was elected chair of the Benefits Committee for 2008-2009, and new members were appointed to the Gender Equity and Family Leave Policy subcommittees.
 - a. The Gender Equity Subcommittee is charged with oversight regarding a recommended salary equities investigation.
 - b. The Family Leave Policy Subcommittee is charged with formulating a Family Leave Policy for the University of Georgia.
2. In the October meeting, Tom Gausvik (Associate Vice President for Human Resources) reported on changes to faculty/staff benefits including:
 - a. New employment verification system called the "Work Number"
 - b. Changes in 403b plans in response to recent IRS rule changes including reduction of the number of 403b providers to four: AIG, Lincoln Financial, TIAA-CREF and Fidelity.
 - c. Establishment of the Financial Management Education Center.
 - d. Four new benefits: short-term disability insurance, critical illness insurance, personal indemnity accident insurance (AFLAC), and cancer insurance.
3. In the October meeting, the Gender Equity Subcommittee reported that Provost Mace has decided that an independent consultant should be hired to carry out the Gender Equity Study; at that time, implementation was awaiting the final budget reduction number.
4. In the January meeting, the Gender Equity Subcommittee reported that Provost Mace had indicated that there are insufficient funds to hire an outside consultant to conduct the gender equity study at this time, but suggested that an internal study may be approved if a detailed study protocol is provided. The subcommittee is currently working on such a protocol. Our intent is to produce a draft protocol, detailing the objectives of the study, and study methods including a description of specific statistical methods to be applied. When available, the draft protocol will be made public for faculty comment before submission to the provost for final approval.

Respectfully submitted,

Stephen Rathbun
Chair, Benefits Committee