

Faculty Benefits Committee Report  
November 2, 2006

The Committee has been working through our various subcommittees. The progress on our activities is as follows:

1. Childcare: Erin Lipp, chair of this subcommittee, has corresponded briefly with Susan Mattern-Parkes and Janet Frick about the possibility of developing a feasibility study for childcare on campus.
2. Maternity Leave: The committee will be discussing a model “New Parental Leave policy” instituted at Arizona State University that provides 6 weeks paid leave for new parents. Other institutions that have similar policies include: the University of Michigan, Ohio State University, and Stanford University.
3. Sabbatical/research leave: Mary Anne Akers met with Dr. Mace On October 17<sup>th</sup> regarding the possibility of a sabbatical policy. Dr. Mace clarified that the Board of Regents has a flexible educational/professional leave policy that is already in existence. The subcommittee met the next day and decided to look into the various UGA schools and colleges for existing policies. A major question is, “What do departments do when it is difficult to look for a temporary replacement for a faculty member with a specialized skill?”
4. Gender Equity: Dr. Mace shared a report conducted by the American Association of University Professors regarding gender equity at over 1,400 American institutions. Four measures were used to gauge the extent of equity: employment status (full- and part-time); tenure status for full-time faculty; promotion to full professor rank; and average salary for full-time faculty. Results for UGA are:
  - For Assistant professors, females earn 100% of males
  - For associate professors, salaries for females are 95.6% of male salaries
  - For professors, salaries for females are 93.4% of male salaries
5. ORP: The USG institutions have drafted a resolution that will be sent to the Board of Regents and Governor Purdue. At UGA, the Office of Associate Vice-President for Human Resources will implement the following actions:
  - Get a group of UGA admin/benefits folks to discuss ORP and local options
  - Have a TIAA representative help come up with a better comparison of ORP and TRS attributes/requirements for the Benefits website and new faculty.
  - Get the different ORP vendors on campus for information sessions.
  - Calculate the decrease in dollar amount that faculty in ORP will receive at the beginning of next year.

Submitted by: Mary Anne Alabanza Akers, Chair, Faculty Benefits Committee