

**Human Resources Committee
Report to University Council
March 2013**

The Human Resources Committee held its spring meeting on February 13, 2013, 2:00-3:30pm

Attendees: Brenda Keen, David Stooksbury, Pamela Orpinas, Vickie Coker, Michele Griffin, Alex Anderson, Alan Przybyla. Amy Rosemond, Yilin Hou, Angela Ellis, Janet Frick, Tom Gausvik, Lindsey Van Note, Lydia Luniev, James Reap, Coral Bugg, Becky Lane, Sige Burden

Old Business: Domestic Partner Benefits

As President Adams has addressed in comments before Council, the administration is still awaiting word from the Board of Regents on our proposal to implement a domestic partners health benefits package. As a reminder, that proposal entailed two parts: (1) allowing domestic partners to participate in voluntary, optional health programs which are fully funded by employee contributions (for example, dental and accidental death / dismemberment), as other USG campuses have been doing for years and (2) offering domestic partners a financial stipend equivalent to the state contribution to the health insurance plans of spouses of married employees. This stipend would be paid from UGA discretionary funds, not state monies. Our committee does not believe that either of these actions are inconsistent with state law or Board of Regents policy, and we also believe these steps are within the domain of campus authority that UGA already has. We remain hopeful for positive developments on these fronts.

New Business: Topics discussed.

1. Health Insurance Coverage Problems

As you may remember, there were complications at the beginning of 2013 regarding insurance coverage, which resulted in a number of UGA employees being temporarily without health insurance and/or prescription benefits. Very long story short, this occurred because of problems and errors on the part of Blue Cross / Blue Shield. While switching over to an upgraded system, apparently some UGA employees' codes / identification numbers were not uploaded properly into new system. VP for Human Resources, Tom Gausvik sent out two statements to UGA employees and Arch news explaining the situation and their efforts to resolve it. Some complications initially existed because HR was flooded with phone calls before they had a full grasp on the problem. Several meetings have taken place to discuss how to avoid this in the future. But to clarify, this problem occurred outside of UGA, and BCBS had to resolve it.

2. Parental Leave.

Currently, if you google the phrase "UGA Maternity leave", the only information available is a two-sentence policy which reads: "**Maternity Leave** - Sick leave can be taken for any incapacity related to pregnancy and for the mother's recovery after birth, generally, 6-8 weeks as recommended by her physician. Sick leave (with and without pay) policies apply for absences related to pregnancy and post-partum recovery."

This wording is an improvement over earlier versions, but is still insufficient to address other types of needed parental leave, including for adoption, fathers, etc, as well as policies

regarding how to navigate teaching responsibilities if a faculty member gives birth mid-semester. Our committee began a preliminary examination of model programs at other universities that have formal, campus-wide policies for maternity / paternity / adoption leave. This is a topic that our committee has discussed extensively in years past, but without yet coming to a consensus for a proposal. At least 75% of UGA's peer and aspirational institutions have some type of parental-leave policy. There is some complexity in precisely how these policies are implemented, and how they are navigated particularly in relation to untenured female faculty, who face particular work pressures depending on the timing of birth or adoption in relation to the semester.

Our committee was told at the meeting that this issue is being considered by the administration, and we believe that developing a cohesive campus policy, perhaps through some sort of ad-hoc committee, is something that is long overdue. While we didn't create a motion in our meeting, we stand ready to assist the administration in working on this issue. Many different models exist for how such policies can be configured. Our current policy, however, of equating "maternity leave" with "sick leave", is insufficient.

3. Policy on Accommodations for Nursing Mothers on campus

One of our committee members brought up the fact that accommodations for nursing mothers are inconsistent across campus, and in particular, students and some employees who need a private place to pump milk for their babies may face some hurdles. Tom Gausvik passed out a draft University System of Georgia policy on recommendations for how USG institutions will designate or create a private place for mothers to breastfeed or pump breast milk in UGA buildings. More discussion on this will take place after the Board of Regents finalizes its policy recommendations.

4. Salary equity Motion:

Proposal for the University to institute an established mechanism for regular assessments and adjustments on gender-based salary inequity

Background: The Human Resources Committee is asked to "review and recommend policies related to gender and equity issues." Included in this is the important issue of gender equity in salaries. Past examination of gender-based salary inequity on our campus has in fact uncovered problems which were rectified, but our committee does not believe that this matter has been examined on a regular basis. Further, our committee lacks the statistical expertise to evaluate the data ourselves. Both the AAUP and AAUW have established guidelines and protocols for examination of gender-based salary equity. In addition, we have faculty on campus who possess the statistical expertise with which to assist with this issue, and we believe this should be examined on a regular basis, without our committee having to ask that it be done. While we can all agree that salary compression and inversion is a real problem for retention and morale, gender inequity in salaries is, of course, against the law.

Motion: The Human Resources Committee requests that the administration institute an established mechanism for doing regular assessments (at least every 5 years) and adjustments on gender inequity in salaries, consistent with federal law, using appropriate statistical methods of comparison and guidelines recommended by the AAUP.

Meeting adjourned at 3:35 PM

