

Report from the University Council Human Resources Committee

March 20, 2014

The Standing Committee of Human Resources met on March 20, 2014 at 3:30 pm in Room C of Training and Development.

Our committee discussed 3 action items summarized here in brief.

1. **Gender Identity and Expression.** The committee was asked to review a request to University Council from the Franklin College Faculty Senate asking for its support of a resolution that would add “gender identity and expression” to the Non-Discrimination and Anti-Harassment and Equal Opportunity policies at UGA.

Georgia Institutes of Technology, Clayton State University, and Georgia Perimeter College, and 80% of our peer and aspirational institutions already include this language in their NDAH policies.

It is already included in our policies but hard to find. Committee discussion included that by the language not being written into our official policy might make it appear to current or prospective employees that it is not included.

Therefore, the HR committee recommends that the University change the wording of its policies to include “gender identity and expression” as a separate category of prohibited discrimination in the NDAH and Equal Opportunity policies at UGA.

2. **Maternity/Parental Leave.** A subcommittee was formed in previous HR committee years to examine and compare UGA’s maternity leave policy with other aspiring institutions’ policies. The subcommittee’s findings indicate our current policy is not particularly family friendly and lags behind the policies that are present at other comparable state universities. In addition, findings indicate that other peer institutions’ policies include things like guaranteed weeks of paid leave for all employees who give birth or adopt a child, guaranteed ability to stop the tenure clock if requested, and once semester of teaching relief for instructional faculty. The subcommittee concluded that addressing the issue of parental leave is beyond the committee’s ability. The committee would like to recommend that a university level committee be formed. Our recommendation is that this committee should be appointed by President Morehead and should include representatives from administration, faculty, staff, HR, and HR UC committee. The purpose of this committee would be to help expand our current policy to reflect best practices in higher education.

Motion: Form a University-Level Committee to explore UGA parental Leave policies

3. **Faculty/Salary Issues at UGA.**

The Human Resources Committee voted at its Spring 2014 meeting to call for a comprehensive study on faculty salary issues at UGA. This study should include both issues external to UGA (namely, the competitiveness of average salaries across our peer and aspirational institutions

over a number of years), and issues internal to UGA, including gender equity, salary compression and salary inversion. The study should include both University-wide and discipline-specific analyses (e.g., Law, English, Engineering, etc), to the extent that such data are available. The report will be presented to University Council at the final meeting of the Fall 2014 semester, and at least every five years thereafter. The goal of this report is to facilitate data-driven discussions with decision-makers.

Motion: Request for a study on faculty salary issues at UGA be conducted that should include both issues external to UGA (competitiveness) and issues internal to UGA (gender equity, salary compression, and salary inversion). The study should include University wide and discipline specific analyses. The study should be completed and reported to UC at the final meeting of Fall 2014 semester.

New Business:

Brenda Keen was elected as HR chair for the academic year 2014-2015.

As always, the committee welcomes input and suggestions of issues that members of the university community would like to see addressed.

Respectfully submitted,
Dee Dee McEwen