

November 19, 2014

President Morehead, council colleagues, and guests:

The Human Resources Committee met on Thursday, August 28 at 9:30 a.m. to discuss two issues left unresolved at the end of last year: parental leave and tuition assistance for dependents. Neither proposal was ready for a vote when the meeting ended at 10:30, so we agreed to keep working on them. The parental leave proposal was amended and the committee voted by e-mail to submit it. The tuition assistance proposal is still being worked on.

For many years the committee has discussed the lack of maternity leave at UGA and extension of the tenure clock for female faculty members. Last year the committee drafted a proposal requesting that UGA create a committee to address those issues, but the Executive Committee sent it back to the HR Committee instead of putting it on the agenda. This year the committee decided to put forward a proposal requesting that UGA work toward establishing paid parental leave for all eligible employees and making full-time faculty members automatically eligible for modified duties in the case of childbirth or adoption.

The proposal that is an action item today will not change university policies; but we hope it will provide examples of how different policies can be administered, and that it will be an impetus to such change, which will aid in recruiting the best job candidates and retaining outstanding employees.

Respectfully submitted,

Brenda Keen, Chair, Human Resources Committee