

University Council Human Resources Committee Meeting
7 May 2015, Room A/B, Training and Development

Committee members present: Vickie Coker, Jennifer Hauver James, Juan Jarrett (*ex officio*, Assoc. VP for Human Resources), Brenda Keen (chair), Dee Dee McEwen, Amy Rosemond

Guests present: James Shore, Sr. Assoc. VP for Finance & Administration and Budget Director; Brahm Verma, chair, UGA Retirees Association (UGARA); Janet Frick, past chair of UC HR Committee; Kristi Wall, Staff Council Benefits Committee; Lee Shearer, *Athens Banner Herald*

The meeting began at 1:00. Juan Jarrett filled the committee in on his background and what he's been doing since starting work at UGA on 1 April. He brought up issues that he knows the committee is concerned about, such as the employee classification and pay system and shared leave. He will be meeting next week with Marion Frederick, the University System of Georgia's Vice Chancellor for Human Resources, about crafting a system-wide policy on shared leave. He noted that both shared and defined paid leave benefits create a financial obligation for the university and affect its debt/bond ratio. He would like employees to understand that component of offering benefits, and said he wants to do everything he can to keep bond interest payments low so that those financial resources can be better used to support employees.

Dr. Verma discussed the disappointing information sessions held for retirees in April and reported that many retirees felt their agreement to work for lower wages in exchange for promised benefits had been violated after the fact. Mr. Jarrett will be meeting with UGARA next week to update them on what he has learned about upcoming changes to retirees' health insurance benefits. He will be sending UGA HR staff for training with Aon Hewitt so that they will be qualified to answer questions about the health exchange and marketplace offerings.

The chair gave Mr. Jarrett a copy of the Parental Leave Proposal that was approved by University Council at its November 2014 meeting and subsequently rejected by the University System, and promised to e-mail the document so he would have access to the supporting links. There was discussion about how preliminary cost estimates had been determined and whether they were accurate. Mr. Jarrett said costs should be figured based on the number of reproductive-age employees using data from the past three years and projections to include a ten-year time spread.

Dr. Frick filled in some history of the committee's work to expand domestic partner benefits for same-sex couples. Everyone agreed that the forthcoming ruling of the U.S. Supreme Court, expected next month, will determine the next step. Dr. Rosemond asked whether opposite-sex domestic partners would be eligible for benefits, and Mr. Jarrett replied that is it unlikely because opposite sex couples have the opportunity to marry but choose not to do so.

The chair mentioned that a gender equity study of faculty positions that was requested by the UC HR Committee about two years ago is being conducted under the leadership of Associate Provost for Institutional Diversity, Dr. Michelle Garfield Cook and is near completion. Ms. Wall reported on a request from the Staff Council Benefits Committee that Shared Leave be expanded to include caregiving for members of an employee's immediate family. The meeting adjourned at 2:00.

Submitted by Brenda Keen