

University Council Human Resources Committee
Report to University Council on February 17, 2016
Submitted by Brenda Keen, chair

The committee met on October 6 at 2:00 p.m. in the Training & Development Building. Minutes and appendices of the meeting are attached, following today's action item and its supporting documentation.

Dr. Michelle Cook had shared the Executive Summary of the UGA Faculty Salary Study with the committee beforehand, but was unable to attend the meeting. Dr. Lynne Billard, who has advised the committee about statistical accuracy in salary studies, gave a presentation about concerns she had about the study's methodology. The HR Committee's 2013 recommendation for a gender equity study included a stipulation that American Association of University Professors (AAUP) guidelines be used; but the Executive Summary indicated the study included rank and tenure in its regression model, against the recommendation of AAUP.

After discussion, the committee voted to request a copy of the full report and the code used in its regression model. Brenda Keen sent the request, and met with Dr. Cook and Provost Whitten on November 3.

It is generally accepted practice for institutions to utilize external consultants for such analyses, and ERS Group was selected to conduct the study based on their expertise in the area of gender salary analysis, particularly in higher education. Because the results failed to reveal a statistical pattern or practice of paying female faculty less than their similar male counterparts, a more detailed report was not necessary. The requested code is proprietary information that the consultant declined to share. However, the consultant agreed to discuss the study with the committee, and the Provost offered to fund a phone conference if the HR Committee wished. Brenda Keen sent an e-mail asking committee members if they wanted such a conference, but no one requested it.

Also on October 6, after discussing tuition assistance benefits for spouses and dependents of employees, the committee passed the following motion:

The University Council requests that the University System of Georgia study and offer tuition assistance benefits to spouses and dependents of system employees.

The motion was taken to University Council's Executive Committee on November 4. The Executive Committee sent it back to the HR Committee with the recommendation that the accompanying proposal be removed and replaced with a list of peer and aspirational institutions that offer similar benefits.

Motion from the UC HR Committee

In September of 2014, the UGA Staff Council submitted a proposal titled “UGA Family Higher Education Program” to the University Council Human Resources Committee. The proposal requested a tuition assistance benefits program for spouses and dependents of university employees, outlined how such a program might be set up, and provided links to similar programs at peer institutions. HR Committee members voted to support the proposal. The following motion was passed by the HR Committee on 6 October 2015:

The University Council requests that the University System of Georgia study and offer tuition assistance benefits to spouses and dependents of system employees.

Rationale

A spouse and dependents tuition assistance program will address five key goals that are significant to UGA’s mission:

- 1) Enhance work/life balance by giving employees’ spouses and dependents the opportunity for a more affordable college education at the university they all serve
- 2) Improve quality of life for faculty and staff (UGA Strategic Plan 2020, Section V, e)
- 3) Enable hiring and retention of “world-class” and “star’ faculty” and staff (UGA Strategic Plan 2020, Section III, a & g)
- 4) Increase competition with both private and public organizations that offer similar programs
- 5) Serve as a recruitment tool when numerous employees retire, and this institution needs to attract new faculty and staff to serve UGA and the state of Georgia

UGA and USG are in an excellent position to examine our comparator and aspirational universities as well as other institutions and private organizations that provide some form of family higher education tuition assistance programs to their employees. USG and UGA can develop the best program for this benefit to be successfully implemented here at UGA and/or other USG institutions.

The entire Family Higher Education Program proposal that presents an example of said benefit is not included here; however, a list of peer institutions’ websites is attached.

Websites on Tuition Assistance programs for Faculty/Staff's Dependents & Spouses

Over half of our peer institutions offer tuition waivers to employees' dependents and spouses.

Comparator institutions

- University of Florida: <http://hr.ufl.edu/learn-grow/education-programs/higher-education-opportunity/>
- University of Kentucky: <http://www.uky.edu/hr/benefits/more-great-benefits/employee-family-education-program>
- University of Arizona: http://www.hr.arizona.edu/qualified_tuition_reduction
- Ohio State University: https://hr.osu.edu/benefits/eb_tuitionassistance
- Michigan State University: <http://www.hr.msu.edu/documents/facacadhandbooks/facultyhandbook/coursefee.htm>
- University of Maryland: <http://uhr.umd.edu/benefits/tuition-remission/>
- University of California – Davis: http://sdps.ucdavis.edu/fee_assistance/uc_online_education.html

Aspirational institutions

- Cornell University: <https://www.hr.cornell.edu/benefits/education/ccts.html>
- Pennsylvania State University: <http://ohr.psu.edu/benefits/additional-benefits/teamsters-educational-privileges/>
- University of North Carolina – Chapel Hill: <http://hr.unc.edu/policies-procedures-systems/spa-employee-policies/educational-assistance/employee-spouse-and-dependent-scholarship/>
- University of Texas – Austin: <http://catalog.utexas.edu/general-information/registration-tuition-and-fees/tuition-and-fees/tuition-waivers/>

University Council Human Resources Committee Meeting
6 October 2015, Room A/B, Training and Development

Committee members present: Michele Griffin, Linda Hughes, Stuart Ivy, Juan Jarrett (*ex officio*, Assoc. VP for Human Resources), Betina Kaplan, Brenda Keen (chair), Lettie Lockhart, Leidong Mao, Lisa Milot, Amy Rosemond, Brian Williams, and Patricia Yager.

Guests present: Alexandra Bentz, PhD candidate and member of Women in Science; Lynne Billard, University Professor, Dept. of Statistics; and Janet Frick, past chair of UC HR Committee.

The meeting began at 2:00. Dr. Michelle Cook had shared the Executive Summary of the UGA Faculty Salary Study (Appendix A) with the committee beforehand, but was unable to attend the meeting due to a death in her family. Dr. Lynne Billard, who has advised the committee about statistical accuracy in salary studies in the past, gave a presentation (Appendix B) about concerns she had about the study's methodology. The second paragraph of the summary refers to current rank and tenure status as factors in the regression model used; however, the recommended method for salary evaluation from the American Association of University Professors (AAUP) specifically states that those factors should not be included because they can obscure inequities. [Higher Education Salary Evaluation Kit by Elizabeth L. Scott, p. 8] Dr. Billard's presentation explained how results can be incorrectly interpreted by improper use of variables in the multiple regression model.

Janet Frick pointed out that when the University Council passed the HR Committee's recommendation for a gender equity study in 2013 (Appendix C), it included a stipulation that AAUP guidelines be used in the study. Dr. Billard reported that in 1998, the University Council passed a motion (Appendix D) that equity studies be undertaken at regular intervals using the same statistical procedures as the survey done in 1990 in order to assure comparability of the data.

After discussion, the committee voted to request a copy of the full report and the code used in its regression model. Chair Brenda Keen will send the request to Dr. Cook. Dr. Billard agreed to review the code and report her conclusions to the committee.

During the last academic year, the committee discussed a tuition assistance benefit for spouses and dependents of employees, and Michele Griffin has been researching other institutions' policies. She noted that such a benefit could be used as a tool for recruiting and retention, which is a priority set forth in UGA's Strategic Plan.

A document outlining how a UGA Family Higher Education Program could be implemented is attached as Appendix E. It gives preliminary background information and tentative recommendations. It will be updated to include more institutions and will be appended to the motion below, which passed following discussion.

Motion for a proposal: The University Council requests that the University System of Georgia study and offer tuition assistance benefits to spouses and dependents of system employees.

Brenda Keen brought up some issues about short term disability- and health insurance that had been reported to her. An employee reported that short term disability insurance does not pay for the full twelve weeks covered by the Family Medical Leave Act when used for maternity leave.

There was a request that UGA deposit the \$750 matching funds for Health Savings Accounts prior to the end of January. Because those funds are processed along with payroll, it would not be possible to deposit those during the prior pay period, as it would fall in a different calendar year.

Another employee reported that Blue Cross Blue Shield was not coordinating benefits and was counting medical and pharmacy as separate deductibles. Juan Jarrett said he thought that was a new procedure for some of the coverage options, but that he would check to see whether the university system had changed its prescription benefits.

Amy Rosemond suggested that the committee develop a strategic plan for its work that will align with the mission and goals of Human Resources. Having such a plan will allow the committee to see the progress it makes. Dr. Rosemond agreed to draft the plan for future consideration.

Brenda Keen suggested that discussion on parental leave be tabled until there is a response from Vice Chancellor Marion Fedrick, to whom she e-mailed last year's proposal on Friday, October 3 after talking with her at the University System of Georgia Staff Council conference in Columbus. The committee agreed.

Patricia Yager pointed out that motivation for recruitment should be spurred by the projection that aging of faculty will result in a decline in the workforce. It is important to attract more young employees.

The meeting adjourned at 3:15.

Submitted by Brenda Keen

UNIVERSITY OF GEORGIA FACULTY SALARY STUDY

EXECUTIVE SUMMARY

Mary Dunn Baker, Ph.D.
Managing Director
ERS Group
Tallahassee, Florida
May 1, 2015

ERS Group was asked to conduct analyses to determine whether The University of Georgia's (UGA's) female and male 2014/2015 faculty members are paid at statistically similar rates. Specifically, this study measures the female/male differences between the nine-month base salaries paid to the 566 female and 1,097 male Assistant, Associate and Full Professors.¹

In order to account for gender differences in legitimate pay-influencing factors, a multiple regression model was estimated to measure the “characteristic adjusted” female/male nine-month salary difference. The model accounts for college/school,² department, current rank, years in the current rank, other years of UGA service,³ highest degree level,⁴ tenure status,⁵ administrator status⁶ and medical partnership status. The model was estimated with and without a proxy for pre-UGA work experience.⁷

On average, across all of the UGA colleges/schools, the data show that female professors have nine-month base salaries that are approximately \$1.4 thousand, or approximately 1.5%, less than the amounts paid to male professors who are like them in terms of the factors for which the model accounts. When estimated previous work experience also enters the model, the data reveal that female professors are paid approximately \$1.3 thousand or 1.4% less than similar

¹ Faculty in the Division of Academic Enhancement, Deans and Executive Administrators are excluded from the analyses.

² The colleges/schools included in the analyses are Agriculture & Environmental Science, Arts & Sciences – Biological Sciences, Arts & Sciences – Fine Arts, Arts & Sciences – Humanities, Arts & Sciences – Physical & Mathematical Sciences, Arts & Sciences – Social Sciences, College of Business, College of Education, College of Engineering, College of Environment & Design, College of Family & Consumer Sciences, College of Forestry & Natural Resources, College Journalism & Mass Communication, College of Pharmacy, College of Public Health, College of Veterinary Medicine, School of Ecology, School of Law, School of Public & International Affairs and School of Social Work.

³ To account for the general fact that the relationship between pay and years of experience is non-linear, the model also includes years in the current rank squared and other years of UGA service squared.

⁴ The degree level indicator variables include Bachelor's, Master's, Doctorate, DVM, MD, JD and PHARM.D. Faculty who have a Doctorate as well as a professional degree, or who have multiple professional degrees, are so indicated in the model.

⁵ The tenure status categories are: Non-tenured, 1 Yr Prior Credit; Non-tenured, 2 Yr Prior Credit; Non-tenured, 3 Yr Prior Credit; Non-tenured, Non-Ten Position; Non-tenured, Not on Track; Non-tenured, On-Track; and Tenured.

⁶ The administrator status indicator variables are: Department Head; Associate Department Head; Sr. Associate Dean; Associate Dean; Assistant Dean; Division Director; Director; Associate Director; and Assistant Director.

⁷ The proxy for pre-UGA work experience is years between the most recent UGA hire date and the highest degree year.

Draft – Preliminary – Subject To Change

men. As these observed disparities are not statistically significant,⁸ these results are consistent with the outcome of a pay-setting process that is neutral with respect to gender.

Across The University, on average, the female/male salary difference is not statistically significant at any rank.

- Among Assistant Professors, the average female salary is approximately \$1.9 thousand or 2.4% less than the average male's pay rate. When the analysis also accounts for estimated years of previous work experience, the average female's salary is approximately \$2 thousand or 2.5% less than the rate paid to similar men.
- On average, the female and male Associate Professors are paid at virtually the same rate. Specifically, the average female Associate Professor is paid approximately \$141 (or 0.2%) more than the average male when the proxy for prior experience does not enter the model and approximately \$156 (or 0.2%) more than men when estimated prior experience is included in the model.
- The average female Full Professor is paid approximately \$2.6 thousand or 2.3% less than her average male counterparts. This difference is -\$2.2 thousand or -2.0% when the proxy for prior experience enters the model.

As none of these by-rank differences are statistically significant, the data fail to produce any numerical evidence of a pattern or practice of paying female professors less than similar men.

Analyses that measure the characteristic adjusted female/male salary differences by college/school and by college/school and rank were also conducted. As expected, in a gender-neutral compensation-setting process, the female/male salary differences are positive in some instances and negative in others, with few differences reaching the threshold for statistical significance. The evaluator of the results of these analyses should be mindful of the fact that the statistical model does not account for every factor that legitimately impacts pay and measures some characteristics with error. Accordingly, the observed female/male salary differences may be attributable, in whole or in part, to omitted variables and/or measurement errors.

⁸ The threshold for statistical significance is approximately two (± 1.96) standard deviations. Two-tailed probabilities that are 5.0% or less are considered statistically significant.

Some Comments on Salary Study (conducted by ERS Group, Tallahassee)

Lynne Billard

Department of Statistics
lynne@stat.uga.edu

October 6, 2015

The **gold standard** is multiple regression modeling –

Scott (1979) “Higher Education Salary Evaluation Kit”,
American Association of University Professors (7 + 55 pages)

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Regression model:

$$Y = \beta_0 + \beta_1 X_1 + \beta_2 X_2 + \cdots + \beta_p X_p$$

$$\begin{aligned} \text{Salary} = & \beta_0 + \beta_1(\text{years since PhD}) + \beta_2(\text{years employed}) + \\ & + \beta_2(\# \text{ publications}) + \cdots + \beta_p X_p \end{aligned}$$

Y == response variable; X_1, X_2, \dots, X_p == predictor variables

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Some X_j would be interaction terms

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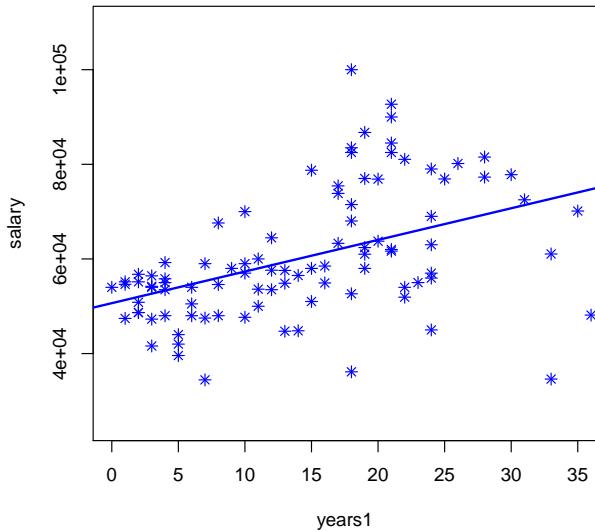
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Y == response variable; X_1, X_2, \dots, X_p == predictor variables
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AAUP investigates numerous possible predictor variables,
impact, importance, advisability, ...



Use of Rank: —

AAUP, p 8: “Therefore, rank (and tenure) should not be employed as predictor variables of salary” . . .

“rank cannot be used as a predictor variable when studying salary inequities.”

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A simple example:

Table of a Hypothetical Set of Associate Professor Salaries

Male	Female
71000	71000
72000	72000
73000	73000
74000	74000
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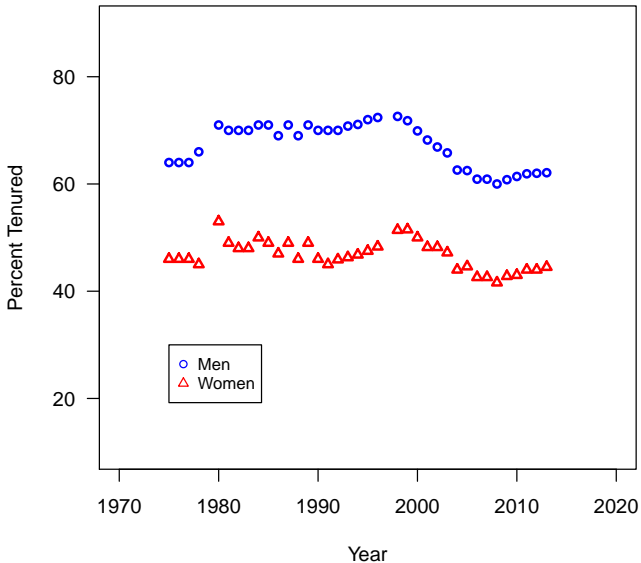
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		76000
Y	73000	73500

Tenure Rates:



Source: *Academe* (1972-2014)

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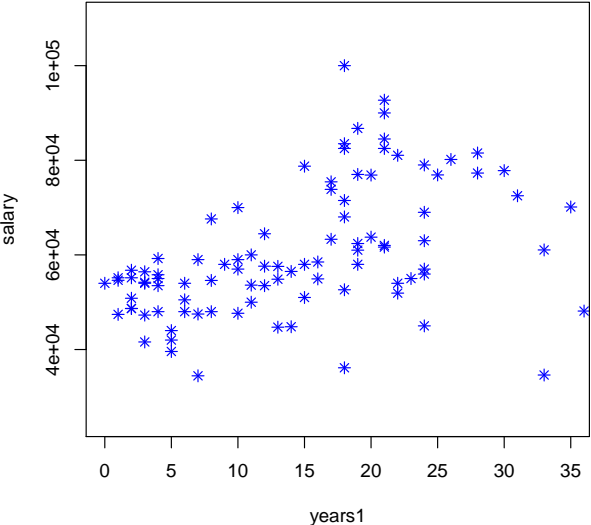
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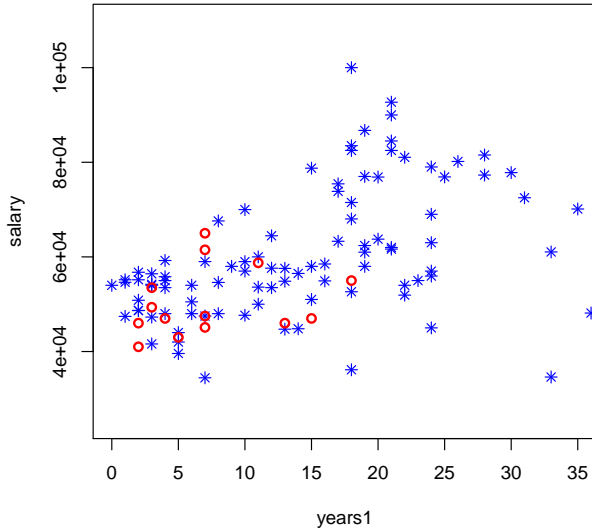
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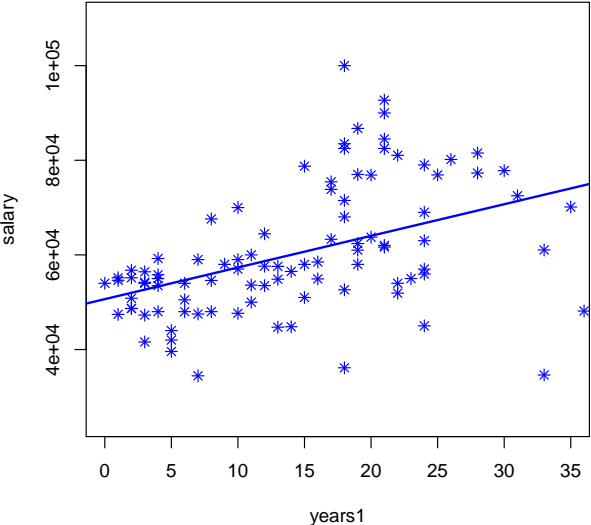
Impact of **interaction** terms – take Gender × Years



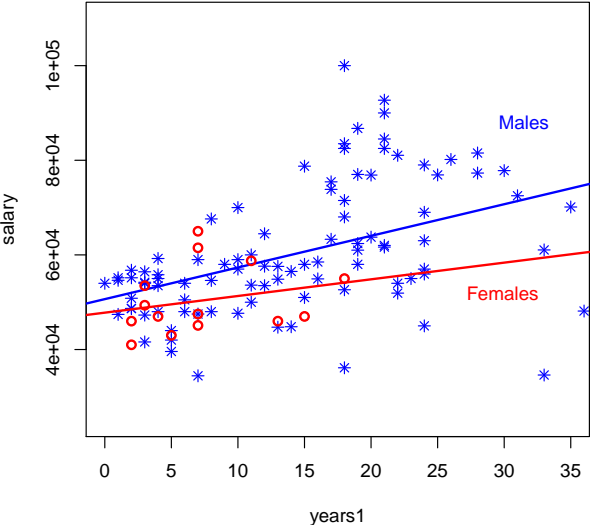
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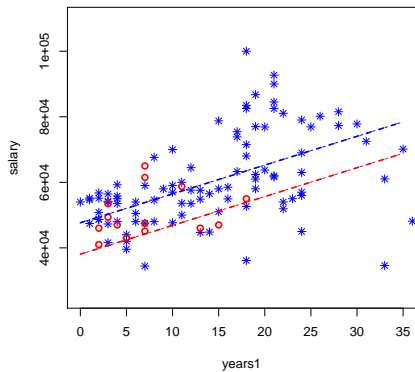
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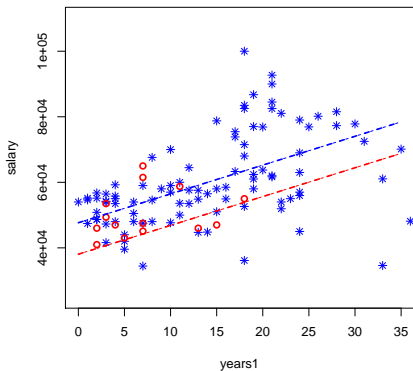
Impact of interaction terms – take Gender \times Years



Without interaction

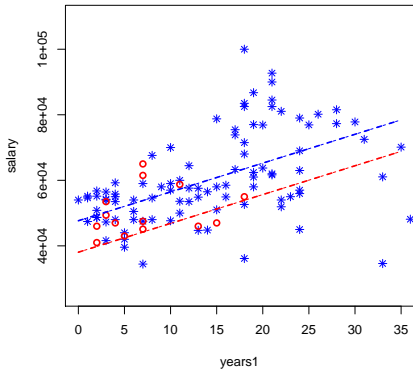


Without interaction



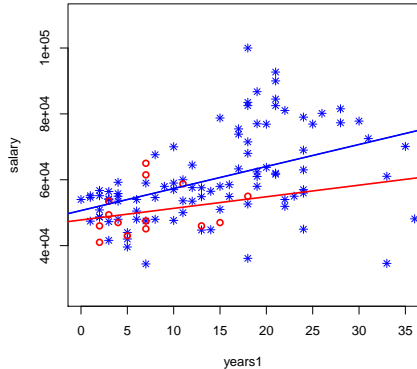
Regression all messed up!

Without interaction



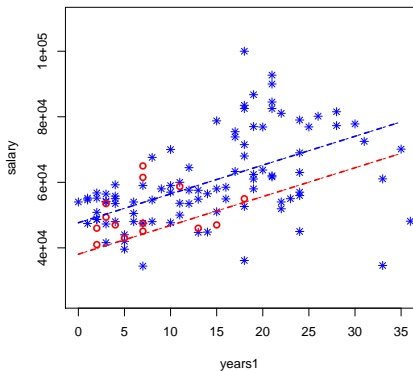
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With interaction



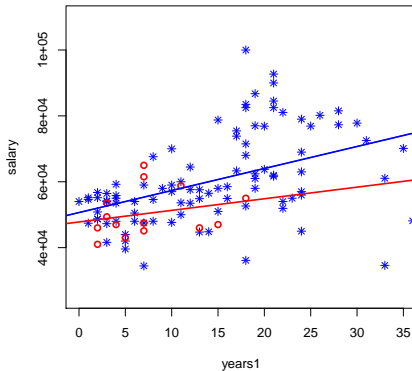
Regression correct

Without interaction



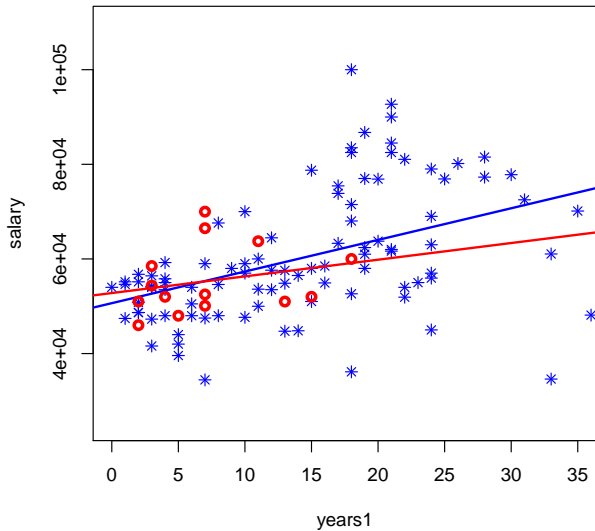
Regression all messed up!

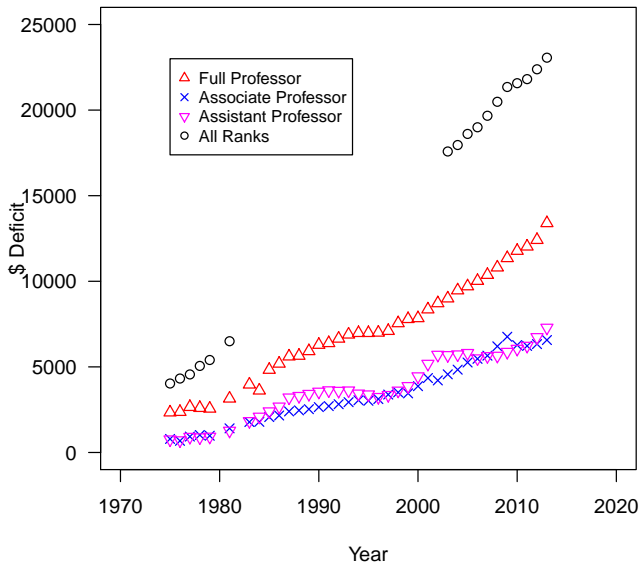
With interaction



Regression correct

—
Same idea for discipline, e.g., Law and English faculty; Ignoring interaction $\text{discipline} \times \text{years}$ implies same \$ increase each year





Source: *Academe* (1972-2014)



The University of Georgia

University Council
Athens, Georgia 30602

Recommendations of the University Council from the March 21, 2013 Meeting

To: President Michael F. Adams

Re: Document Number: 2013.03.21.02

Issue: A proposal from the Human Resources Committee for the University to institute an established mechanism for regular assessments and adjustments on gender-based inequity.

Discussion: None.

Action: The vote was called and the proposal was approved.

Submitted by:

Jan Hathcote
Jan Hathcote, Secretary

3/25/13

Date

Approved

Reconsider

Vetoed (see attached explanation)

Received

Michael F. Adams
Michael F. Adams, President

4/1/13

Date

Attachment

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.

Respectfully submitted,

Dr. Janet Frick, Chair
Human Resources Committee



The University of Georgia

University Council
Athens, Georgia 30602

DATE: November 6, 1998
MEMO TO: University Council Members
FROM: Gary D. Moore, University Council Secretary *GD Moore*
SUBJECT: University Council Meeting Agenda
November 19, 1998, 3:30 p.m., Law School Auditorium

- A. Approval of Minutes of September 17, 1998 University Council Meeting (see attached)
- B. President's Report
- C. Standing Committee Reports
- D. Agenda Items
 1. Proposals presented by the Curriculum Committee are as follows [Jan Hathcote, presenter]:
 - a. Termination of the Major in Plant Pathology under the BSA Degree (attachment a)
 - b. Termination of the MS in Home Economics (attachment b)
 - c. Deactivation of the Elementary Education Major under the M.Ed and Ed.S Degree (attachment c)
 - d. Creation of Minor in Physics (attachment d)
 - e. Creation of Minor in Physics and Astronomy (attachment e)
 - f. Creation of Minor in Film Studies (attachment f)
 - g. Establishment of Official Online **Bulletin** (attachment g)
 - h. Creation of Center for Tropical and Emerging Global Diseases (attachment h)
 2. Proposal presented by Faculty Benefits Committee recommending that President Adams ask the Office of the Vice President for Academic Affairs to conduct an updated review of University faculty salaries (attachment i) [Wallace Eberhard, presenter]
 3. Presentation of Interim Report of the Gwinnett Program Committee [Del Dunn, presenter] (attachment j)
- E. Old Business
- F. New Business
- G. Other
- H. Adjourn

The University Council: Executive Committee, Committee on Facilities, Committee on Intercollegiate Athletics, Committee on Student Affairs, Curriculum Committee, Educational Affairs Committee, Faculty Admissions Committee, Faculty Affairs Committee, Faculty Grievance Committee, University Libraries Committee, Statutes and Bylaws Committee



The University of Georgia

University Council
Athens, Georgia 30602

The University Council met November 19, 1998 in the Law School Auditorium. President Adams declared a quorum present and called the meeting to order at 3:35 p.m.

The motion was made and seconded to accept minutes of the September 17, 1998 University Council Meeting as distributed. Vote was called and motion was passed.

President Adams' report consisted of the following:

1. The University is close to finalizing the capital budget. Prospects seem strong for funding for the new Learning Center, Vet Medicine Facility, and Fanning Leadership Center.
2. The Governor-elect was on campus on November 18th, and President Adams had an opportunity to discuss the health of the University with Mr. Barnes. President Adams reported that he had chaired the University System Committee on salaries and that an additional 1% of redirection monies had been added to the salary pool approved by the Regents, resulting in a 5% salary increase recommendation.
3. Bob Boehmer has been appointed faculty chair for SACS reaccreditation. Individual college self-studies will be conducted during the next 10 to 12 months.
4. An active Legislative year is anticipated with state agency heads to remain in place.

There being no questions for President Adams, Council then moved to Standing Committee Reports as follows:

Executive Committee (attachment a)

Strategic Planning Committee (attachment b)

Educational Affairs Committee (attachment c)

Statutes and Bylaws Committee - no report

Curriculum Committee - (attachment d)

Following the standing committee report, President Adams asked Dr. Hathcote if she would like to move on behalf of the committee that the proposals from the Curriculum Committee be accepted as presented. This being acceptable, the vote was called and proposals were approved as follows:

- a. Termination of the Major in Plant Pathology under the BSA Degree
- b. Termination of the MS in Home Economics
- c. Deactivation of the Elementary Education Major under the M.Ed and Ed.S Degree

The University Council: Executive Committee, Committee on Facilities, Committee on Intercollegiate Athletics, Committee on Student Affairs, Curriculum Committee, Educational Affairs Committee, Faculty Admissions Committee, Faculty Affairs Committee, Faculty Grievance Committee, University Libraries Committee, Statutes and Bylaws Committee

- d. Creation of Minor in Physics
- e. Creation of Minor in Physics and Astronomy
- f. Creation of Minor in Film Studies
- g. Establishment of Official Online *Bulletin*
- h. Creation of Center for Tropical and Emerging Global Diseases

Faculty Admission Committee - no report

Faculty Affairs Committee (attachment e)
President Adams noted that approval of the final draft of the proposed Sexual Harassment Policy for the University will be considered at the next Cabinet meeting. He also commented that he is paying close heed to the salary equity issue.

Facilities Committee - no report

Faculty Grievance Committee - no report

Intercollegiate Athletics Committee (attachment f)

University Libraries Committee - no report

Student Affairs Committee (attachment g)

Faculty Benefits Committee - no report

Post-Tenure Review Committee - no report

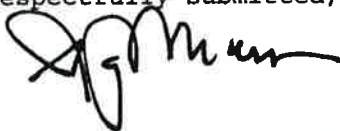
Other agenda items to be addressed were as follows:

A motion was made and seconded to accept a proposal presented by the Faculty Benefits Committee recommending that President Adams ask the Office of the Vice President for Academic Affairs to conduct an updated review of University faculty salaries. The vote was called and the motion passed.

Dr. Delmer Dunn presented an Interim Report of the Gwinnett Program Committee to the University Council (attachment h).

There being no further business, Council adjourned at 4:15 p.m.

Respectfully submitted,



Gary D. Moore, Secretary
University Council

UNIVERSITY COUNCIL RECOMMENDATIONS
The University of Georgia

TO: President Michael Adams


RE: DOCUMENT NUMBER: 98.11.19.09

ISSUE Proposal presented by the Faculty Benefits Committee recommending that President Adams ask the Office of the Vice President for Academic Affairs to conduct an updated review of University faculty salaries.

DISCUSSION None

ACTION Vote was called and the proposal passed.

Submitted by:




Gary D. Moore, Secretary

11/24/98

Date

Approved
 Reconsider
 Vetoed (see attached explanation)
 Received



Michael Adams, President

12/2/98

Date

Attachment



The University of Georgia

Henry W. Grady
College of Journalism and Mass Communication

Oct. 12, 1998

Dr. William Barstow
Chair, Executive Committee, University Council
University of Georgia
Athens, Ga.

Dear Dr. Barstow:

The Faculty Benefits Committee approved the following resolution at its meeting May 29, 1998. We recommend that it be put before the Council for consideration at its next meeting.

The Faculty Benefits Committee recommends that the President ask the Office of the Vice President for Academic Affairs to conduct an updated review of University faculty salaries. We recommend that they employ the same statistical procedures as were used in the original study of 1990 in order to assure comparability of the data. The analysis should test for salary differentials that can be ascribed to gender, race, or salary compression.

We also recommend that, in order to assure that no new inequities arise at the University of Georgia, procedures be established for monitoring these issues at specific intervals, e.g., every five years, as was suggested in the first Prokasy report.

Respectfully submitted,

Wallace B. Eberhard
Professor
Committee Chair

UGA Family Higher Education Program

April/2015

The University Council Human Resources Committee supports the following proposal to expand UGA's Tuition Assistance Program, which was originally drafted by the UGA Staff Council.

Background: UGA faculty and staff currently have a Tuition Assistance Program (TAP) benefit, which is a supplemental educational assistance program for University System of Georgia employees. TAP provides free tuition and general student fees for up to nine credit hours per semester for USG employees who have been full-time, benefits eligible for at least six months prior to the TAP application deadline for the term for which the employee is applying (Office of Registrar Website).

Staff Council is certainly not stating that the TAP program is insufficient to employees' needs; on the contrary, the TAP program is an excellent benefit that gave approximately 355 UGA employees an opportunity to grow professionally in higher education programs during the 2013-2014 academic year (UGA Registrar). However, from a competitive perspective and in alignment with the goals stated in the UGA 2010 – 2020 strategic plan to increase UGA's competitiveness in the recruiting and retention of 'Star quality' researchers, faculty and staff, Staff Council and the University Council Human Resources Committee recommends a similar program be established to include UGA employees' spouses and dependents.

Proposed Tuition Assistance Program: UGA Family Higher Education Program

Eligibility – UGA Family Higher Education Program (FHEP) benefits would be available to regular full-time faculty and staff members' spouses¹ and their unmarried dependent children (up to age 26). The recommended tuition assistance is **75% of in-state tuition** cost. Any form of financial aid, scholarships, grants, or awards would be deducted from the tuition first, and then the amount equal to 75% of the full tuition rate would be applied. This excludes laboratory and additional course fees and textbooks.

The applicant's spouse/parent or guardian must remain a full-time employee of a qualified state educational institution during the period for which the scholarship is awarded. This scholarship will only be applied to the applicant's first undergraduate degree. The applicant must be enrolled in a degree-granting program and the scholarship can only be applied to a maximum of 130 credit hours. Employee spouses' and dependents' eligibility for FHEP does not guarantee admission to the University of Georgia degree programs. All eligible applicants must follow policies and procedures to enroll in FHEP and apply to the University of Georgia through the standard admission process and be accepted to a degree program.

Spouses – The spouse of a full-time employee with one year of service credit in the University of Georgia may receive educational assistance from the University.

* The UC HR Committee recommends that domestic partners/same-sex partners be included in the term "spouse."

UGA Family Higher Education Program

April/2015

Dependents - Unmarried children of a full-time employee with one year of service credit may receive educational assistance. The dependent may be a natural, adopted, step, foster, or any other child for which legal guardianship can be documented.

The program would not be limited to incoming freshmen. Spouses and dependents who would like to transfer to UGA may apply for admission. If admitted, the benefit will be applied to the registered semester.

Spouses will take at least 3 and up to 9 credits a semester and dependents will take at least 6 credits a semester. Enrollment must be continuous excluding summer session and students must receive a passing grade to avoid semester suspension.

Parameters of UGA FHEP:

Proposed Employment Service Requirement:

- Full-time, benefits-eligible employees
- At least 1 year of service

Restrictions:

- FHEP may only be used by one eligible spouse or dependent at a time (i.e. one eligible employee could not use the FHEP for a spouse and dependent at the same time.)
- FHEP could not be combined by married employees for one eligible dependent (i.e. combine percentages to cover 150% of one dependent's tuition), but could be used to support two separate, eligible dependents of married employees at 75% each.
- FHEP would not cover additional tuition costs beyond full-time, standard, in-state, undergraduate tuition
- FHEP may be taxable

Peer and Aspirational Institutions:

Peer: Half of our peer institutions have a spouse and/or dependent tuition assistance program in place with two others working on proposals.

Aspirational: Approximately half of our aspirational institutions have a spouse and/or dependent tuition assistance program in place with two others working on proposals.

Funding:

- Based on 50 eligible applicants to the University of Georgia, the cost could be approximately \$435,825 per year based on 75% of the in-state tuition of \$11,622 with no scholarship deductions. University Foundation funds could be used to support the UGA Family Higher Education Program.
- Based on 50 eligible applicants, spouses and dependents would pay \$145,275 with no scholarship deductions.

UGA Family Higher Education Program

April/2015

- This estimate assumes that student slots occupied by eligible spouses and dependents would displace other *full tuition* paying students; however, there is a very small percentage of in-state students who do not qualify through the HOPE Scholarship for limited tuition or fees.
- University of Kentucky (peer institution) and Cornell University (aspirational institution) have a benefit department pool established where each college unit contributes a percentage to the spouse and/or dependent tuition assistance benefit pool based on the number of employees within the unit who use the benefit. Department benefit pool can cover up to 35-40% of tuition cost. The tuition balance is then covered by University discretionary funds. UK's program has a staggered discount system based on the employee's years of service, and Cornell's program offers 50% tuition discount for dependents at any accredited undergraduate institution.
- University of Florida's (peer institution) program is not state supported. Donations are used to fund the program and the budget is managed by their Provost office. Florida has a lottery that is limited to 50 eligible dependents per year. Program pays 100% in-state tuition.
*These programs are in addition to the institutions' employee educational program similar to UGA's tuition assistance program

Peer and Aspirational spouse/dependent tuition-waiver program websites:

- University of Florida: <http://hr.ufl.edu/learn-grow/education-programs/higher-education-opportunity/>
- University of Kentucky: <http://www.uky.edu/hr/benefits/more-great-benefits/employee-family-education-program>
- Cornell University: <https://www.hr.cornell.edu/benefits/education/ccts.html>