

**University Council Human Resources Committee Meeting
Report to Council - September 21, 2016**

The HR Committee of the University Council met on Tuesday, August 23, 2016, in Room L of Training and Development. The meeting began at 3:30.

Committee members present: Patricia Yager (chair), Linda Logan (Hughes), Denise Lewis, Robin Shelton, Mark Ebell, Kelly Cona, Juan Jarrett (*ex officio*, Assoc. VP for Human Resources), Stuart Ivy, Brian Dotts, Lettie Lockhart, Susan Wilde, Amy Rosemond, and Juan Carlos Diaz-Perez. Guests: Paul Klute (Institutional Research).

Our initial discussion focused on establishing committee member priorities and setting the agenda for the coming year. Issues discussed included: 1) the status of our earlier request for tuition remission for staff and faculty; 2) equalizing university contributions to the two retirement funds (ORP versus TRS); 3) 2016 increases in health care deductibles; 4) staff and faculty access to UGA mental health counselors; 5) improving family friendly policies for a diverse workforce; and 6) assuring gender and minority equity in both pay and promotion.

Previous committee members updated newcomers on our activities last year with respect to the gender equity salary study. The unanimous consensus of the committee was that the issue is not settled. We are not satisfied with the information and justification provided by the consultant that did the study. Whether there is a real problem or just a perception problem, the committee felt that more work was needed before we could move forward with confidence.

Two motions were made, seconded, and voted for unanimously:

- 1) *We request that anonymous salary data used for the 2015 study should be made available to the committee for further examination.*
- 2) *We request that the university investigate gender inequities in promotion at UGA.*

The meeting adjourned at 4:45 PM.

Since our meeting, the chair (Yager) has met and discussed the gender equity issue with Associate VP for Faculty Affairs, staff at the Equal Opportunity Office, and Provost Whitten. We made a formal request to initiate a study of promotion inequity and have been assured that a committee will be assembled to investigate. At least one member of the HR committee will be invited to participate on that committee. In lieu of receiving the salary data, the HR committee has been asked to formulate specific questions and requests to the consultant for further analysis, until we are satisfied. The HR committee will consolidate our information about best practices used in pay studies and will convey requests to the Provost for further analyses by the consultant this fall. The committee invites any interested persons with information to please contact the chair. We are especially interested in examples of objective and rigorous model pay studies done at other universities. Finally, in our discussions, it became clear that an aggregate salary study of the entire university is not ideal; but we also agreed that the alternative of putting the burden entirely on the shoulders of concerned individual faculty is not ideal either. A more effective approach would be a methodical look at equity among smaller, coherent subsets of faculty. Provost Whitten has offered to meet with the HR committee to discuss this issue further.

One additional item: This week, the chair of the HR Committee was brought into discussions of the salary issues surrounding UGA's implementation of the new mandatory Federal regulations under the U.S. Department of Labor's change to the Fair Labor Standards Act (FLSA). She is in touch with the Chair of Staff Council, Michael Lewis, and has offered our support as needed.

Respectfully submitted by Patricia Yager, Chair