

Report of the Human Resources Committee of University Council

February 18, 2015

President Morehead, council colleagues, and guests:

The Human Resources Committee met on December 18, 2014. We discussed a letter of December 5th from President Morehead to update the committee on the status of the parental leave proposal passed by the council at its November meeting. The University System of Georgia stated that it would not enact the proposal due to the cost burden it would place on the system. The president went on to say that he had asked Vice President for Finance and Administration Ryan Nesbit to gather data in coordination with UGA Human Resources, and their estimates showed that eight weeks of paid parental leave for faculty and staff could cost more than \$1.7 million, without including the cost of modified semester duties for faculty. The president acknowledged the importance of this issue, but said he plans to focus his energies on the vigorous pursuit of a second year of salary increases, which is his highest budget priority for the next fiscal year.

The committee fully supports that priority, but still wishes to pursue assistance to employees who are new parents. We agreed that, as chair, I would send a reply expressing both our disappointment and our appreciation of the president's response. Recognizing that UGA cannot move forward on discussions with the system until a new Associate Vice President for Human Resources is in place, we told the president that we plan to work with the new hire to strategize a different approach to this unresolved problem that might be more acceptable to the University System. I have attached PDFs of the respective letters to this report.

Discussion of our response to the president's letter took up most of the meeting, but we also briefly discussed the status of research on system institutions' tuition assistance programs for employees, possible expansion of the shared leave program, concerns about optional benefits during Open Enrollment, and the status of the Salary Equity Study requested in FY14 which is still in progress.

Brenda Keen
Chair, UC Human Resources Committee