

**University Council Human Resources Committee**  
**3:30 p.m., March 3, 2016**

Members present: Brian Dotts, Michele Griffin, Jackie Hammersley, Stuart Ivy, Juan Jarrett (*ex officio*), Betina Kaplan, Brenda Keen (*chair*), Joanne Ratliffe, and Patricia Yager.

Guests present: Lynne Billard, Michelle Cook, Janet Frick, Robin Shelton

The committee met in Room A/B of the Training & Development Bldg. The first order of business was to elect a chair for the upcoming year. Patricia Yager from the Franklin College of Arts & Sciences was elected.

Brenda Keen had received several questions about the salary equity study following the February 17 University Council meeting, which she forwarded to Dr. Michelle Cook, chair of the equity study committee. Dr. Cook reported that she had contacted Mary Dunn Baker of ERS Group, the consultant who did the report, and asked for clarification. The consultant agreed to send additional information, including the equation/regression analysis that was used. Dr. Cook said she would share the information with the committee when it is received, but it will likely be a couple of weeks before that happens.

There was extensive discussion for more than an hour, which covered the history of salary studies at UGA, the rationale for excluding rank in salary comparisons, productivity data, interaction terms such as years of employment and starting salary, and salary regression and inversion.

Dr. Cook assured the committee that there had been no effort to ignore previous studies; studies conducted under previous administrations were not available to the committee. She also noted that the consultant had delivered what was requested under the procurement contract, and to alter the project in terms of question and scope would require an entirely new procurement process. Dr. Billard offered to oversee reexamination of the data. Based on the request of the Human Resources committee, Dr. Cook agreed to bring this to the Provost.

The following link was sent by email from Dr. Amy Rosemond, who wasn't able to attend the meeting. "On the topic of gender pay equity, I would recommend reading this recent synthesis of literature on the topic of gender bias in academia.

<https://www.hastac.org/blogs/superadmin/2015/01/26/gender-bias-academe-annotated-bibliography-important-recent-studies>"

Although parental leave was on the agenda under Old Business, there was little time for discussion. Brenda Keen reported that she had briefly spoken to Chancellor Hank Huckaby about whether offering such benefits would require legislation be enacted by the General Assembly, and at his request had e-mailed the committee's previous documentation on the issue to him and Marion Fedrick, Vice Chancellor for Human Resources. There has been no response thus far, and the committee will look at the issue again in the fall semester.

The meeting adjourned at 4:50.

Submitted by Brenda Keen