

Minutes of HR Committee meeting, May 6 2024  
Conference Room, Chicopee Building

The meeting was called to order at 11:03 am. Present were Committee members

Joe Fu (chair)  
Catie Young  
Robin Shelton  
Craig Smolenski  
Allison Morrison  
Chris Gerlach  
Christina Hanawalt  
John Brocato  
Tom Jones  
Sergei Makaev  
Hillary Hughes  
Diane Kirkland (from Office of HR)

Agenda items:

1. Craig S. and Joe F. were unanimously elected as co-chairs for next year
2. Allison M. reported on parental leave policy. A bill granting 6 weeks of paid parental leave to Georgia state employees was recently passed and signed into law. It is unclear when it goes into effect, but it may be immediate.

3. Special raises update:

The Goal is to monitor whether preference is given to certain demographics (race, gender, TT status, faculty/staff).

Joe F. reported on relevant data requests he had made to OIR: After some delay, they were reported lost by OIR. After Joe retrieved them from the OIR website, OIR said they referred them to Faculty Affairs, who never responded.

One of them was a request for several years of the Salary Raise Guideline (SRG) sheets (examples can be found in the documentation of the presidential veto of 5/13/2022). The special raises we are interested in are identified in the 2018 SRG as “retention, compression, market alignment and other critical compensation challenges”.

Diane K. agreed to try to find Salary Raise Guideline sheets for past years (as many as possible up to 20 years ago), and also to find what she can on salaries by demographic and job status.

The issue of seeking data on TT v non-TT faculty was raised. It was noted that non-TT faculty fall into 7 different categories, making it difficult to compare.

The Committee plans to reintroduce the resolution next year, widening it to include data non-TT faculty. However the latter may be only preliminary in view of the comparison difficulty above.

Sergei M. noted that UGA employs about 200 postdocs. Many are funded by grants, so they may not get raises at all.

New business:

1. The US Department of Labor has revised its guidelines pertaining to exempt status for overtime pay. Diane reported that HR is aware of the problems with the rollout of UGA's implementation the last time this happened in 2016. She will keep the Committee informed.

2. Craig S. noted that increases in insurance fees negates almost all of raises for low wage workers. We will collect data and discuss early next year.

3. Hilary H. reported that the College of Ed is "deactivating" the middle grades program. This change of status has already been implemented, but has yet to go through the University Council approval process.

The meeting adjourned at 12:05 pm.

Minutes composed by Joe Fu based on notes by Catie Young.