



Minutes

Human Resources (HR) Committee September 23, 2025 Meeting

September 23, 2025

3:12 PM – 4:10 PM

Notes by Angie Royer, Chair

Attendees: Angie Royer, Chair, Tom Jones, Catie Young, Alexa Bankert, Timothy Gupton, Juanita Hicks, Orion Mowbray, Joe Fu, Brendan Hunt, Jimmy Lambert, Don Addison, Lauren Housley, Hilary Hughes, Hui Zhang, Brian Seagraves, Sechindra Vallury

Absent: Chad Bolding, Gregory Colson, Christine Scartz, Amy Winter, Christina Hanawalt, Michael Myers, Caner Kazanci, Alison Morrison, Samarchith Kurup, Oyeshina (Gideon) Oyeku

The Human Resources Committee met on September 23, 2025, via Zoom. Meeting began without quorum; informal discussion held. Quorum achieved at 3:30 PM; meeting officially called to order.

New Business

Background and Context

- At the September 9, 2025 University Council (UC) HR Committee Meeting, the Committee approved a resolution to request to reinstate the NDAH line referencing “(including sexual harassment and pregnancy), sexual orientation, gender identity, ethnicity” for submission to the October UC Executive Committee meeting.
- Subsequent to the October UC Executive Meeting, the University System of Georgia (USG) Staff Council Committee submitted a formal inquiry to USG seeking clarification on the NDAH policy changes. Jennifer Leyting, USG Staff Council-UGA Delegate, who also serves on the USG Staff Council submitted the inquiry.
- The inquiry requested:
 - An explanation of the Board of Regents (BOR) rationale for revising the NDAH policy: Clarification on who directed the removal of specific language from the policy.
 - Request in writing, assurance that protections remain in place despite the language changes.

- This inquiry follows the formal process for requesting clarification on BOR policies from USG, which typically takes time for response.

Discussion

The Committee discussed whether to proceed with forwarding the resolution to the UC Executive Committee or to withdraw the resolution pending receipt of clarification from USG.

Motions

Motion to call the question and proceed to vote on whether to withdraw the resolution was made by Brian Seagraves, seconded by Brendan Hunt. The motion to call the question passed with two-thirds vote.

The following motion was considered:

- Motion: “To withdraw current action reserving the right to bring it ahead again after receiving additional clarification (from USG).”
- Vote: 7 Yes, 6 No, 1 Abstention. See Appendix A for a detailed record of votes.
- Outcome: As a result, the current action—sending the NDAH resolution to the Executive Committee and University Council—is withdrawn pending further clarification.
 - The Committee retains the right to revisit and advance the resolution once the clarification from USG Staff Council request regarding the NDAH is received.

Other Business

- The Chair asked for corrections and approval of the September 9, 2025 minutes. As an order of business, a motion was made by Brian Seagraves that was seconded by Timothy Gupton to approve the minutes of the September 9, 2025, meeting. The Committee unanimously approved the minutes.
- As there was no further business, the Chair entertained a motion to adjourn. Meeting adjourned at 4:09 PM (motion by Brian Seagraves; second by Don Addison; chaired by Angie Royer).

Next Steps

The Committee will reconvene after receiving clarification from USG regarding the NDAH policy. Any updates received will be shared with members prior to the next meeting.

Respectfully submitted,

Angie K. Royer, Chair
University of Georgia

Appendix A: Voting Results

Date	Human Resources Committee	
	Member	Current Action was UGA NDAH Policy Resolution to Executive Committee for University Council (see 9/9/2025 minutes) Motion: To withdraw current action reserving the right to bring it ahead again after receiving additional clarification.
9/23/2025		
1	Addison, Donald	Yes
2	Bankert, Alexa	Yes
3	Fu, Joseph	No
4	Gupton, Timothy	No
5	Hicks, Juanita (Ex-Officio)	Yes
6	Housley, Lauren	
7	Hughes, Hilary	No
8	Hunt, Brendan	No
9	Jones, Tom	Yes
10	Lambert, Jimmy	No
11	Mowbray, Orion	Yes
12	Royer, Angie (Chair)	
13	Seagraves, Brian	Yes
14	Young, Catie	No
15	Zhang, Hui	Yes

Motion: Vote To withdraw current action reserving the right to bring it ahead again after receiving additional clarification.

Date: 9/23/2025

Result: Motion Passed (7 Yes, 6 No, 1 Abstain)

Abstention: Per UGA UC Executive Council Chair Orientation: "With voting, an abstention means to not vote at all. Do not record "abstentions" in minutes; you can leave a blank by that member's name."