

March 6, 2013

Staff Council Meeting

The University of Georgia

Meeting was called to order by the Chair, Jerry Daniel

Roll was called by the Coordinator, Kat Farlowe

Quorum was present

Minutes of the previous meeting were approved.

Presentation by Dr. Tim Chester, VP of EITS

Reducing and protecting sensitive information:

Arch Pass; New authentication process was introduced by Dr. Chester

The focus of EITS and administration over the last 18 months has been to reduce the use of sensitive data on a daily basis.

Slides created by Dr. Chester are attached to these minutes.

Presentation by Mr. Tim Burgess, Sr. VP of Finance and Administration

Updates at UGA: 3 large debates are ongoing at the system level

1. A national conversation concerns the cost of 4 year University degrees. UGA has always been one of the lowest tuition institutions in the US. About 5 years ago, budget cuts from the State to UGA forced UGA to raise tuitions to cover the cuts. 2008 tuition rose from \$167 million to over \$320 million today. UGA is now in the middle of the pack with comparable institutions with tuition costs.
2. Graduation rates: The Regents and Governor want the graduation rates to increase in percentage as well as in a shorter time period. UGA has a high graduation rate (over 88%), but the rate of graduating 4 years is about average across GA. There is also a push to increase attendance at summer school, and this may help students to graduate within 4 years.
3. UGA's space efficiency and usage of facilities is now under close scrutiny. Efficiency assessments will be used by the Regents to help determine if additional space/buildings are required. GA Tech has one of the highest efficiency rates. It is likely that more money will be spent on renovation of existing buildings rather than on new buildings.

The core calculations used by the Governor and the Legislature will be changed to focus on graduation rates rather than credit units.

Dr. Adams used this technique when meeting staff to assess the University's status/recognition of concerns: "what's keeping you up at night these days?"

The quality and capabilities of our staff are what helps to maintain our excellent safety records. As we approach our 5th year of no staff raises, we are seeing key people leave. In the past, we have been able to hold on to them, but the future is in question. However, our top leadership is well aware of this and is lobbying to work on this. Last year, Dr. Adams pushed hard to find money for raises in Atlanta. UGA provided small raises for the lowest paid staff, and some raises were approved for the most productive faculty members, and for those who were deemed to be on the way out. There is an opportunity for SC to offer ideas for staff incentives? SC members should submit any ideas.

Question: are retirement plans anticipating any changes? Not other than a possible one time allowance for ORP participants to join into TRS.

Questions: Is there a chance that staff may be able to send their children to UGA with discounted tuition? This may be difficult to implement in regard to staff at other institutions.

Q: parking lot rates; parking decks that are replacing surface parking have driven up the cost of parking. Rates are not expected to rise in the near future.

Health Insurance: The Regents have formed a committee to look at a new health care plan for 2016. Opportunities may arise for staff to offer input / opinions and information for the new system.

Incentives are likely to be implemented that will push students to graduate in 4 years. The Hope scholarship system may reflect this in the future.

HR is still working on revising the staff system of pay classifications.

Can we do a better job with PR to the state population and to State government?

In April, the BOR will approve new tuition rates, but the recent budget cuts have to be figured in.

HR committee report: Minutes from the UC Feb 13th meeting:

University Council, UGA
Human Resources Committee Meeting Minutes
 February 13, 2013, 2:00-3:30pm

Attendees: Brenda Keen, David Stooksbury, Pamela Orpinas, Vickie Coker, Michele Griffin, Alex Anderson, Alan Przybyla. Amy Rosemond, Yilin Hou, Angela Ellis, Janet Frick, Tom Gausvik, Lindsey Van Note, Lydia Luniev, James Reap, Coral Bugg, Becky Lane, Sige Burden

1. Health Insurance Coverage Problems

Meeting opened with Assoc. VP for HR, Tom Gausvik and other members of HR staff explaining the Blue Cross Blue Shield (BCBS) of GA situation in January that resulted in several employees being temporarily without health insurance and/or prescription benefits. Mr. Gausvik and UGA Board of Regents attended a meeting with BCBS to determine what happened, and BCBS took full responsibility. While switching over to an upgraded system, some UGA employees' codes / identification numbers were not uploaded into new system. Mr. Gausvik sent out two statements to UGA employees and Arch news explaining the situation and their efforts to resolve it. Some complications initially existed because HR was flooded with phone calls before they had a full grasp on the problem. This was described as a "perfect storm" of problems that occurred, exacerbated by hundreds of phone calls coming in that they had to manage.

2. Salary equity issues.

Lynne Billard, UGA professor and past president of the American Statistical Association, was invited to bring our committee up to speed, and answer questions, on the topic of salary equity and past action by this committee (and elsewhere on campus) about this topic over the past several decades. Dr. Billard has measured this data in the past for the university and has experience following the AAUP and AAUW guidelines. Discussion led to the committee passing a formal motion to submit a recommendation for a procedure and/or group to measure and analyze UGA's salary equity statistical data every 5 years, since evidence indicates that inequities return if not regularly addressed according to AAUP. We'd like this matter to be settled policy that is handled by administrators and professors with statistical expertise.

Motion: The Human Resources Committee requests that the administration institute an established mechanism for doing regular checkups (at least every 5 years) and adjustments on salary inequity, consistent with federal law and recommendations made by the AAUP.

3. Parental Leave.

We were told that President Adams has created an ad-hoc committee that will study the issue and work toward developing a formal campus-wide policy for maternity / paternity / adoption leave. At least 75% of UGA's peer and aspirational institutions have some type of parental-type policy. Our committee is in strong support of this initiative, and feels it is something that is long overdue in order to bring UGA up to competitiveness with our peer and aspirational institutions. Many different models exist for how such policies can be configured. Our current policy, of equating "maternity leave" with "sick leave", is insufficient.

4. Policy on Accommodations for Nursing Mothers in Workplace

Mr. Gausvik passed out a preliminary / draft University System of Georgia policy making recommendations on how USG institutions will designate or create a private place for mothers to breastfeed or pump breast milk in UGA buildings. More discussion on this will take place after the Board of Regents finalizes its policy recommendations.

5. Chair for next term

Dee Dee McEwen agreed to serve as chair next year.

Meeting adjourned at 3:35 PM

President's Report: The UGA Foundation meeting went well. Our endowment is not over 750 million. Not many other issues to report.

New Business: none

Motion to adjourn