



January 14, 2015
Miller Learning Center Room 207
2:30PM

Meeting was called to order by Michael Lewis

Members in attendance: Devin Arnold, Teri Berryman, Kaelin Broaddus, Terry Camp, Debi Chandler, Kelly Cona, Jonathan Croy, Cathy Cuppett, Andy Davis, Maggie Denna, Melinda Eades, Stefani Hilley, Pattie Holly, Stuart Ivy, Jeremy Jenkins, Marcus Jennings, Christine Jepsen, Brenda Keen, Donna LeBlond, Michael Lewis, Doris Lord, Marie Mize, Wade Newbury, Laura Rhicard, Kate Smith, Aron Snead, Lisa Sperling, Tokesha Warner, Lane Johnson (sub for Anjali Dougherty and George Vedder (sub for Kristi Wall)

Members absent: Jennifer Abbott, Ricky Boggs, Mandy Brogdon, Daniel Brugh, Vickie Coker, Elmer Gray, Michele Griffin, Melody Herrington, Stephen Kuzniak, Mary Moore, Sherri Stephens

Roll Call, quorum was present

Minutes from October were approved

Committee Reports:

Health and Safety Committee: no report.

UGARA: no report.

Communication Committee: no report

Benefits and Classification: no report

Staff and Needs Concerns: no report

University Council Committee Reports:

Executive Committee: No report

Facilities Committee: No report

Student Affairs Committee: No report

Human Resources Committee:

- 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. (Attachment I & II)
- 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.

Strategic Planning Committee: No report

Libraries Committee: No report

Chair's report:

- Michael reminded the Council that elections are forthcoming and asked that we review our commitments and see if a position on the Board might be something we would consider.

Old Business: None

New Business:

TAP reimbursement revision

- Andy Davis has recommended that a sub-committee be formed to review the differential between TAP reimbursement amounts and actual tuition charges for online/distance learning courses.
 - An ad hoc committee was formed by members Andy Davis, Melinda Eades, Maggie Denna, Donna LeBlond
 - Andy agreed to chair the committee
 - The committee will:
 - get examples of our peer and aspirational institution's policies on this matter
 - draft the proposal to the USG council
 - present it to them at a quarterly meeting in Macon

Presentation by VP Michelle Cook, Associate Provost for Institutional Diversity and Chief Diversity Officer at the University of Georgia and Randolph Carter, Coordinator of Faculty & Staff Development for Institutional Diversity

- Michelle shared the goal of Institutional Diversity is to “Ensure everyone is successful, no obstacles and to make sure diversity is occurring.”
- The department has 4 Coordinators
 - Coordinator of Student Academic Success & Achievement: Stephanie Artavia
 - Coordinator of Faculty & Staff Development: L. Randolph Carter
 - Coordinator of Programs & Outreach: Vanessa Smith
 - Coordinator of Assessment & Diversity Initiatives: Kelly Wright
- Michelle pointed out that “Inclusive Excellence can go hand & hand and is in fact happening at UGA.”
- She shared a high level of the “UGA Diversity Plan” for 2011 – 2016 which has been approved by President Morehead. He said “I believe this plan will help the University of Georgia remain a community of vibrant, diverse and inclusive communities of faculty, staff and students who are reflective of and responsive to the diversity of the state of Georgia.”
 - Five Goals
 - Enhance and sustain an institutional climate that values and welcomes diversity and inclusion
 - Increase the recruitment and retention of diverse students, with emphasis on those who are historically underrepresented
 - Recruit, retain and support advancement opportunities for a more diverse faculty and staff
 - Expand partnerships with businesses, communities and organizations
 - Integrate diversity and inclusion into established systems of accountability
- Randolph reminded us that everyone of us has an opportunity to enhance culture of inclusion at UGA. He illustrated this by presenting the number of meals served at Bolton during a specific time frame and commented that each person at Bolton had an opportunity to interact with our customers. This number far exceeds the number of opportunities that someone even at the Presidents level has during that same time period. He presented information about the “Diversity and Inclusion Certificate” offered by Institutional Diversity. The certificate will also enable participants to get a closer look at the people, institutions and initiatives that play a key role in supporting and fostering diversity at UGA. This closer look will potentially provide faculty and staff with additional resources through which they can both build their diversity competencies and identify areas of diversity partnership across the institution.
 - The **Diversity and Inclusion Certificate** creates an opportunity for faculty and staff to explore strategic areas around diversity and improve their ability to contribute to the enhancement of UGA’s welcoming and inclusive environment.

- The Diversity and Inclusion Certificate is a partnership between the Office of Institutional Diversity, Training and Career Development (Human Resources) and other diversity-related offices and programs across the institution.
- Enrollment in the courses listed for the Diversity and Inclusion Certificate are open to all UGA faculty and staff. UGA employees may take courses in pursuit of the certificate or they may take individual courses based on their own interests. Quarterly registration can be completed at <http://www.hr.uga.edu/training> .

Next Staff Council Executive Committee meeting 3:30, January 27, 2015

Next Staff Council meeting 2:30, February 4, 2015, MLC 250, with Steve Harris from the Office of Emergency Preparedness and Lance Palmer regarding VITA tax assistance

Meeting adjourned at 3:37pm.



The University of Georgia®

Office of the President

December 5, 2014

Ms. Brenda P. Keen
Georgia Review
Business Manager II
706A Main Library
320 South Jackson Street

Dear Brenda:

I write to update you, in your capacity as Chair of the University Council Human Resources Committee, on the status of the parental leave proposal approved at the November meeting of the University Council.

As I am sure that you read in newspaper accounts shortly after the Council's action, the University System of Georgia issued a statement that it would not enact the proposal due to the significant cost burden that it would place upon the system. That figure for UGA alone is estimated at more than \$1.7 million, according to data that I asked Vice President for Finance and Administration Ryan Nesbit to gather in coordination with UGA Human Resources. This estimate covers only the first item in the proposal—the request for eight weeks of guaranteed paid leave for faculty and staff—and does not calculate the additional expense of modified semester duties for faculty.

I acknowledge the importance of this issue to our faculty and staff and respect the University Council's decision to bring the proposal forward for consideration. However, I plan to focus my energies on the vigorous pursuit of a second year of salary increases for our *deserving faculty and staff*. This remains my highest budget priority in the next fiscal year.

Thank you for the leadership you provide through the University Council.

Sincerely,

Jere W. Morehead
President

cc: David Shipley, UC Executive Committee Chair
Jan Hathcote, Registrar

Attachment II

19 December 2014

Jere W. Morehead, J.D.
Office of the President
Administration Bldg.
The University of Georgia
CAMPUS

Dear President Morehead:

On behalf of the Human Resources Committee, which met yesterday afternoon, thank you for your letter of 5 December regarding the parental leave proposal approved at the November meeting of University Council. While we are disappointed that you are not pursuing this at present, we understand and support your focus on salary increases for all employees. The committee plans to discuss parental leave and modified duties with the Associate Vice President of Human Resources when the new hire is in place, and to strategize a different approach to this unresolved problem that would be more acceptable to the University System and the legislature.

We appreciate your forthright communication, and anticipate your support for our continued efforts to improve work-life balance for university employees.

Sincerely,

Brenda Keen
Chair, UC Human Resources Committee