

Faculty Benefits Committee Annual Report

September 2016 – August 2017

Committee Members: Doug Britton (GTRI), David Brown (Facilities – Staff Appt.), Cathy Carpenter (Library), Brittany Drew (student), Jason Freeman (CoA-Music; vice chair), Darryl Gray (Development, Staff Appt.), Bobby Hall (GTRI), Raquel Lieberman (Chemistry and Biochemistry –Chair), David Millard (GTRI, retiree representative), Stella Richardson (Library), [Leslie Sharp (Faculty Affairs)].

Below are the most critical issues addressed by the committee in 2016-2017:

- **Child Care.** Affordability of child care remains a central concern, particularly for students and staff. The committee also continues to receive complaints about the quality of child care at the R Kirk Landon Learning Center and the Children's Campus at Georgia Tech. The committee met with Rich Steele regarding both of these ongoing concerns. Auxiliary Services conducted an independent review of the childcare program; results of the survey were generally positive, and the committee relayed the differences between the report and 'on the ground' experiences. The report also revealed a need for additional financial commitment from Georgia Tech. Raquel Lieberman accepted the invitation to attend advisory board meetings for R. Kirk Landon as representative of the FBC. The committee also discussed concerns raised by the staff council regarding summer camps. Members of the committee met with OHR camps organizer to emphasize the need for better dissemination of available camps and to clarify the specific connection of each camp to Georgia Tech. The committee strongly supports Staff Council in their efforts to create scholarships for staff to send children to programs on campus that are otherwise not affordable.
- **Retirement Planning.** Following work from the previous year on parental leave policies, the committee raised concerns that GT's retirement planning and policies for faculty are likewise inadequate, routinely miscommunicated, and poorly documented – resulting in issues and hard feelings among faculty with many years of service to the Institute. The committee conducted research on Georgia Tech policies, read documentation available at other universities, and met with Jim Wallace (retirement specialist at OHR). The committee is in the process of putting together a document regarding essential information about retirement: what retirees are 'automatically' entitled to, what is fee-for-use/negotiable, what is made by special arrangement, as well as the possible retirement structures (e.g. phased retirement). The committee is also testing the hypothesis that the numbers of faculty selecting ORP instead of TRS has increased over time, changing the incentive structure for retirement. The committee is waiting on the data from OHR. The results of this investigation may have consequences for individual retirement strategies into the future, for which units on campus should prepare.
- **One USG.** The Board of Regents continues its efforts to centralize and standardize HR benefits, policies, and systems across all of its campuses, often with little opportunity for input from Georgia Tech. The committee is concerned that this process does not always account for the unique needs of a top-10 public research university. The committee initiated conversations with chair counterparts Patricia Yager at UGA, Tadd Patton at Augusta. We would like to create a state-wide Faculty Benefits Committee to have a better voice for research-intensive faculty members at the Board of Regents level.