

Faculty Benefits Committee Meeting
Tuesday, January 21, 2014
8:30-10am

Present: Doug Britton, Brandon Conkle, Michael Elliott, Jason Freeman, Amy Herron, Debra Lee, Tommy Little, David Millard, Stella Richardson

Absent: Wayne Brook, Lionel London, Scott Morris

Administration: Minutes from the 12.2.2013 meeting were approved. Memorandum concerning JCCS discussion from the 12.2.2013 meeting was approved and subsequently forwarded to Scott Morris.

Committee charter, title, and survey: The current charter was reviewed and potential updates were discussed. The committee agreed that a broader definition of the scope of responsibilities was necessary. There was a question about whether or not there should be separate committees for faculty and staff, as part of the broader move at the Institute to eliminate General Faculty and create more self-governance for staff. The consensus was that it should remain one committee with a balance of representation from both groups, and that the name should be changed to "Benefits" Committee. It was proposed and consent reached, that the committee be comprised of 4 faculty (academic & research, since the General Faculty term is likely going away) and 4 staff members. There was a question about the need for student representation on the committee going forward. There was a brief discussion about student benefits, which are not managed by OHR, and whether this is within the scope of the committee charge. The committee will seek further guidance from its student member on this issue.

Another question arose about the scope of committee responsibility regarding HR vs. Benefits issues. Is it both or one or the other?

Jason will prepare draft revisions to the charter based on discussion to present at the next committee meeting.

There was a broader discussion of the role of the committee and its relationship to OHR and the BOR, with Michael offering perspective on how the committee used to operate before the centralization of so many decisions within its charge to the BOR. Out of this discussion arose the following:

- The committee would like the director of OHR to regularly attend meetings, use the committee as a sounding board for strategic ideas, and collaborate on researching and moving forward new initiatives. Scott Morris is a member of the committee but has never attended a meeting in recent memory. Jason will contact him and press for his direct involvement.
- GT lacks direct representation on the BOR benefits committee but Brandon is in regular contact with Karen Elliot, director of total rewards for the BOR. The committee needs to make sure that the issues it discusses are raised to the BOR through this channel as appropriate.
- The committee needs to work to identify and focus on a handful of "hot button" issues at a time where it seems to have the greatest opportunity to effect positive change. The potential immediate issues raised by committee members were:

- The committee recently addressed some issues related to JCCS scales and internal promotions and sent its recommendations to Scott Morris.
- Buy-in option for ORP->TRS conversion. This is currently being supported by the BOR so there seems some real opportunity for change here. Committee would like to collaborate with OHR in assembling data to help make the case for the importance of this to retention.
- The staff evaluation / review process has caused dissatisfaction in terms of frequent changes to the process and timeline. There is also not consistency in how reviews are done across campus (i.e. GTRI has a separate process).
- Parking rates are increasing at a rapid rate despite years of pay freezes. Jason will follow up with the transportation committee.
- Salaries: Doug stated that it's important to draft a letter regarding lack of salary increases. Brandon will bring some salary stats on raises to next meeting. He reiterated that the governor has to put a line for salary increases in the budget.

Donated Sick Leave: Concern has been expressed that donated sick leave isn't being administered properly. Requests are reviewed by a panel, which includes a member of this committee. One representative from this committee sits on the panel. Teresa Snow was the representative but has rotated off the committee. David Millard volunteered to replace her. Going forward, the committee will include donated leave statistics in the annual report. It is also recommended that they also be listed on the HR website and that the online forms for requesting donated leave are made more easily accessible. OHR is putting out an article in the Whistle about donated sick leave to raise awareness.

These are the current stats on donated sick leave:

Number of hours in the pool as of 1/1/13	7,244
Number of employees requesting leave	30
Number of employees approved	28
Number of hours granted as of 12/3/2013	2,742
Balance in the pool as of 12/3/13	8,680

FSA: There was a short discussion about FSA accounts and new IRS rules that allow up to \$500 to be carried over to the next year. Brandon stated that this is not mandatory. The BOR is currently considering it and the implications. Brandon will update us at next meeting on progress.

Other Business

Upcoming meetings (all 8:30-10 am in OHR 220) Tuesday, February 18 Tuesday, April 1
Tuesday, April 29

Child care update: Amy and Jason updated the committee on a recent meeting with Rich Steele. GT is changing its model and will pay a lump sum with assumption centers will be at 85% capacity. When they fall lower than that, Bright Horizons has to pay the difference in the cost. GT is no longer concerned about full capacity enrollment because lower capacity ensures that there is space when new employees come on board. Jason shared data on staff and student vacancies and on parent satisfaction surveys with the committee. The surveys show a dramatic drop in parent satisfaction at RKLLC last year and metrics that are generally below the national

average for Bright Horizons centers. Since this annual survey data is now a year old, the committee will review the 2014 surveys as soon as they are compiled to see if things have improved. In the meeting, Rich agreed that his office should conduct exit interviews with all families leaving the center, rather than leaving this job to Bright Horizons, to better understand why families are pursuing other child care options.

Brandon stated that GT is looking at back-up care at Bright Horizons (for a day or drop-in service, etc.)

Tommy requested data on summer camp participation. He expressed concern about costs. Brandon described the variety of camps offered at Tech; some are just for GT, or have a designated number of slots for GT. Jason expressed an interest in surveying what GT camps are and costs, whether priority for GT, scholarships/financial aid, etc. The committee is interested in data from different sources. Brandon will bring a list of camps at GT and the surrounding areas.

Meeting adjourned.