

Faculty Benefits Committee Meeting
Monday, September 9, 2013
8:30-10am

Present: Bettina Cothran (Chair), Jason Freeman (Chair-elect), Wayne Book, Michael Elliott, Amy Heron, Debbie Lee, Tommy Little, Dave Millard, Stella Richardson, Benedra Williams (Senior Benefits Specialist, filling in for Darlene Wright), Rich Steele (Senior Director of Auxiliary Services).

Absent: Nazia Zakir, Darlene Wright

Administration: Minutes from 05.06.13 were reviewed and approved. Stella agreed to attend the October 22 General Faculty meeting to give the committee report. Bettina will prepare the report and send it to her.

Bettina stated that she is rotating off the committee. Jason Freeman was nominated and voted in as the new chair. After introductions of visitors and committee members, Bettina left the meeting. As new chair, Jason continued facilitating the meeting.

Discussion:

Rich Steele, Sr. Director of Auxillary Services, was invited to the meeting to report on the Bright Horizons situation in response to concerns raised by parents last spring. He explained the management structure of the learning centers. There are two centers that are overseen by Auxillary Services: RKLLC and TCC. Georgia Tech manages the contracts and provides oversight for the learning centers. There are two staff members who are directly involved with the management. Rich is a vice president on the Board of Directors and the chair is vice president of campus services. There are also two members from the Home Park community among the board members.

Rich admitted that there were some leadership issues: the Assistant Director at RKLLC did not work out, the Director was promoted to Regional Director and steps were taken to change the leadership. Two Directors were hired for the centers; one accepted and the other declined the offer so that position is still in the process of being filled.

Rich stated that he had met with parents to discuss issues of turnover, substitute teachers, succession planning, communication, etc. He believes that things have since gotten better. He isn't sure if teachers sign annual contracts and will find out. Teacher pay is competitive and the centers are required to use National Association of Education for Young Children (NAEYC) standards. All teachers are certified and are not just day care operators.

Rich stated that they will continue to monitor enrollment, financials, top line revenue, and conduct exit interviews to determine why children leave the centers. He said that the wait list remains high, which is a good indicator of success.

In response to the question about affordability for staff and whether there were plans to address that situation, Rich admitted that in-town centers are more expensive than suburban

ones. Georgia Tech subsidizes some funds but admitted that it would be difficult to offer much further assistance because of operating expenses.

On another topic, Rich announced that the faculty/staff meal plans had been changed. They now offer \$50-\$400 plans in \$50 increments. There is an 8% bonus to cover taxes and a 10% discount at dining halls (North Ave., Brittan, and Woodruff). Funds last for a year. Next year the plans will be offered for the fiscal year. Online signup is available for the plans. Different promotional campaigns have been used to make faculty and staff aware of the plans.

The mini Wal-mart opened a few weeks ago. They cannot keep enough items on the shelves and have had to increase stock deliveries. Rich also announced that Fridays are white and gold dress-up days. Winners are selected and prizes are awarded.

Benedra Williams sat in for Darlene Wright and provided some follow-up information on:

- 403(b) Investment Committee: HR is trying to get Valic back. They are currently going through the RFP process
- New hires; OHR restructuring: they've hired payroll specialists, promoted staff to benefit managers, hired 2 training specialists and the total rewards director position has been filled.
- Knowledge management system: was rolled out a month ago. Currently internal at OHR only (there is a kiosk in the lobby). Campus wide rollout planned for the future.
- Summer camp followup (Tech Wreck): no flexibility on pricing, but looking to expand available spaces. Transportation for field trips is the issue; renting busses will drive up camp cost.
- Open enrollment: will be later and shorter this year. Everyone will need to actively re-enroll in benefits. BOR is trying to centralize voluntary benefits systemwide, which will lead to significant changes in providers for voluntary benefits this year. The committee raised serious concerns about the changes and the ability to effectively communicate changes in time for open enrollment, and requested permission to advocate with the BOR on behalf of GT.

The committee concluded with a brief discussion about potential goals and priorities for the year and the best mechanisms through which to a) ensure that faculty and staff are able to bring their concerns to the committee's attention; and b) to ensure that the issues discussed by the committee lead to concrete actions. With respect to the latter, closer coordination with the executive committee was suggested.

Minutes prepared by Stella Richardson.