

Faculty Benefits Committee Meeting - October 20, 2016

9:30-11:30 AM Petit Institute Bldg., Room 1316

Minutes – Pending Approval

Attendees: Doug Britton (Secretary), David Brown (Staff Council Chair), Cathy Carpenter, Darrell Gray (Staff Council Rep.), Raquel Lieberman (Chair), Stella Richardson, Leslie Sharp (Graduate Studies Office), BeNedra Williams (HR Rep.).

Administrative: The minutes as amended from the September 15, 2016 meeting were approved unanimously.

Committee Business:

- BeNedra Williams will be the new OHR Representative to the Faculty Benefits Committee
- The Student Rep on the committee has suggested that they do not need to participate. Jason Freeman and Raquel Lieberman discussed and recommend that a Graduate Student representative consider participating.

Continuing Business:

Active Duty Modified Services (ADMS)

- Raquel Lieberman talked with the Advanced Professors group about ADMS, specifically with Kim Cobb. Kim has looked into this and drafted some recommended updates/changes to the ADMS policy. Raquel Lieberman suggested that this may be a reasonable starting point for reevaluating the general leave policies on campus.
- Leslie Sharp clarified that ADMS is a GT policy owned by the Office of Provost and does not belong to the BOR.
- Darrell Gray has asked if anyone has looked at the ADMS policies at other schools as a comparison. There was a general discussion of peer institution comparison for a wide variety of items, but it was not clear that anyone has done it specifically for ADMS.
- Leslie Sharp indicated that a full time teaching load is 4 courses.
- Alternatives to ADMS include:
 - FMLA – however there are limits on effort (you cannot teach at all) and this may be an issue for research grant supervision as well
 - Sick/Vacation leave – employees cannot take more than 40 consecutive hours of sick leave before requiring a written physicians note.
- Unfortunately, qualifying events are often unexpected, for example, not all children are born during holiday/vacation.
- Leslie Sharp indicated that there is a real need to educate faculty (particularly new faculty) to have a stop gap measure for short term disability. She also indicated that it is very important for faculty to participate in the donated leave program as soon as possible.
- BeNedra Williams stated that the donated leave program is changing 01-01-2017. It will now require a donation in order to participate. In addition, faculty must first deplete sick and

vacation time before being eligible to use donated leave. A letter describing this is supposed to go to all faculty soon.

- Raquel Lieberman asked the proposed modifications to the ADMS policy that Kim Cobb is suggesting would be approved, and Leslie Sharp said that she thought some would be approved, but others are faculty handbook items that would need to go through the faculty governance process.
- Leslie Sharp also raised the question regarding the impact of what is known as the “stop the clock” policy for qualifying events on the 3 year probationary period for achieving tenure.
 - Currently, faculty have 3 years, unless there is a qualifying event. Some are suggesting extending it to 4 years, but this may be too long.
 - Given that faculty in the probationary period may have already had a critical review, there are concerns that this could lead to some abuse of the policy.
 - Leslie Sharp stated that the administration had at one time suggested that the clock automatically be extended as soon as a faculty has a child (male or female). However, nothing has been changed in the policy to reflect this perspective.
 - Leslie Sharp also indicated in the past, a justification needed to be provided for exceeding the 3 year probationary period for those submitting P&T packages. Historically the cover sheet would say “had a baby”, however this is generally unacceptable for privacy and other reasons. The suggested language now is something to the effect that the faculty member was on approved leave.
- Leslie Sharp asked about specification in the policy regarding adoption as a qualifying event for children 6 years old and under, and why there is an age limit for children being adopted. BeNedra Williams said she did not know where the “6 year old and under” specification came from.
- Next step is for Leslie Sharp to meet with Dr. Bras regarding the suggested changes to understand his perspective on the recommended changes to the ADMS policy. Based on his recommendations, the follow-on action will be to see what it will take to get them into the GT policy library.
- Raquel Lieberman asked if OHR knew how many 9 month faculty had taken FMLA and/or actually used “qualifying events” to extend the tenure probationary clock. BeNedra Williams said that the request for this information has been made, but with all the other activities associated with FLSA transition, the analyst has not had a chance to pull the data.
- BeNedra Williams also stated that information regarding ADMS is online – <http://faculty.gatech.edu/faculty-affairs-reps/internal-resources/active-service>
- Someone suggested the idea of adding a lecture to the “Demystifying GT” series to present on Family Friendly policies. Leslie Sharp looked up the organizers of the lecture series: The College of Engineering & Advanced Professors Group.
- Doug Britton asked about the composition and formation of the Advanced Professors group, and Leslie Sharp stated that it was the result of an NSF project from a while ago to promote women in STEM fields, and that GT has chosen to continue the program under its diversity initiatives. Doug Britton asked if there was a GTRI representative to the group, and Leslie Sharp said there was not.
- Action Items:

- Leslie Sharp to send / share the committee's "Leave Document" with Dept. chairs at an upcoming meeting.
- Leslie Sharp and others will be meeting with the Provost, Dr. Bras, to discuss some of the proposed changes to the ADMS policy, and she will report back to the committee.

Summer Camps on Campus

- Candice Bovian (OHR/Benefits) met with Raquel Lieberman and Darrell Gray to discuss the communication issue regarding summer camps on campus. There is concern that faculty and staff are not getting all of the information soon enough regarding summer camps. There is also concern about overall cost, and information about potential scholarships not being disseminated.
- There are standard application processes that are required for initiating a summer camp on campus, and these do include requirements for compliance and adult supervision.
 - Mia Reini (Risk Management) will also work with OHR on compliance for summer camp monitoring and documentation.
 - Raquel Lieberman stated that groups cannot reserve space on campus before doing compliance component of the application
- Darrell Gray indicated that on campus groups, such as CEISMC, are also having issues with reserving space on campus, as outside groups are getting to it first. Supposedly, the only GT personnel can reserve space, however outside groups appear to circumventing this by finding GT folks willing to reserve the space for them. Darrell Gray said that these groups are legitimate, and they are filing the paperwork, vetted, and permitted through appropriate processes, but the issue is that they are getting space ahead of GT sponsored summer programs
- Raquel Lieberman suggested that this committee was most likely not going to be able to fix the space/reservation issue, but being aware of it is important.
- Raquel Lieberman stated that some of the summer camps get filled very quickly - Tech Wreck, etc. – and it is nice to have it on your radar before it is too late.
- Darrell Gray expressed that there is a need for a camp that is available to inner city kids with lower incomes – Camp Best Friends (\$35/week). He indicated that for some kids, this may be a key opportunity to give them a glimpse of what college is like, and inspire them to pursue academic opportunities.
- BeNedra Williams stated that OHR does try to provide some outreach with articles, a summer camp expo, and mailings.
- Darrell Gray asked if there might be a way to sort the master list of camps by, as it appears that currently, it is just a list of all camps (alpha) that blends the GT Camps with others. The issue is that if the first several camps are very expensive, it will discourage those who cannot afford them from looking through the whole program.
- BeNedra Williams indicated that the database is searchable and available for outside of GT access. She also indicated that the GoTech Camps are the most up-to-date, but these are the camps affiliated with GT.
- Raquel Lieberman suggested that it would be great to get discounted rates for GT Faculty/Staff Kids. BeNedra Williams stated that the costs of the camps are up to the individual camp administrators to run, based on their operating expenses.

- Leslie Sharp stated that in the past, she has been successful in getting corporate foundation grants to offset the cost of summer camps and attract a more diverse group of students to camps.
- Raquel Lieberman reiterated that camps are a recruitment tool for students to come here.
- Leslie Sharp stated that the individual colleges do camps as well, and they may be willing to approach sponsors who might be willing to offer scholarships for children.
- David Brown asked how this camp information was going to get to inner city kids who could benefit from the scholarships.
- Leslie Sharp indicated that Dean Royster works with west side community and runs a newsletter, and that might be a good avenue for getting information out to the local community.
- Action Items:
 - Darrell Gray to get with Barret Carson and Laurie Buchanan (Development) to look at development opportunities to recruit funds for scholarships for camps
 - BeNedra Williams to contact Candice Bovian (OHR) about getting this camp & scholarship information sent out and on the website prior to summer camp Expo.

TRS & ORP Retirement issues

- The committee is waiting on the data and analysis for the following:
 - The number of faculty in TRS and ORP with upcoming retirement (next 10 years)
 - A further breakout of how many of these folks are over the age of 65, and how many of them are on ORP vs TRS
 - Statistics on age of retirement for TRS vs ORP
- Raquel Lieberman indicated that retired faculty already feel like they are getting short changed because of the changes to healthcare, loss of email addresses, etc.
- Doug Britton suggested it may be good to talk with Wayne Book to get the retirees perspective on this TRS vs ORP retirement question.

Day Care Review

- Raquel Lieberman contacted Rich Steele (Aux. Services) and they are waiting for the report from the external consultant review of the Child Care Programs
- There were some questions regarding the scope and participation of the interviews and the evaluation of the centers. It appeared initially that they were stopped somewhat arbitrarily, but it is unclear why. A possibility that was suggested was that the consultants had enough information.

Coordinating with other USG Institutional Faculty Benefits Committees

- Raquel Lieberman stated that UGA responded very quickly, but no specific topics of interest were proposed. Augusta State also responded after some delay.
- Doug Britton suggested that this committee would probably need to coordinate these interactions and suggest the list of topics (TRS vs ORP, ASMD, Tenure Probation, FLSA, etc.)
- BeNedra Williams suggested that with the transition toward a “One USG”, many of the historically silo’d policies will probably be merged into a more unified policy program.

- Raquel Lieberman expressed concern with the consolidation of policies and benefits in terms of competitiveness on national level with other institutions. She suggested that the USG Research Institutions may need to have different policies and benefits programs.
- Darrell Gray suggested looking at our peer institutions, comparing benefits and policies, and evaluating where GT lands.

Federal Labor Standards Act (FLSA)

- BeNedra Williams indicated that 950 people were impacted by the changes in the FLSA and will be going from salaried to hourly status.
- Raquel Lieberman suggested that it may be good for some jobs/tasks, as it may protect them from being overworked. But for others, it is actually bad for the way they work.
- Doug Britton suggested that more information may need to be sent to managers to better understand how to manage these changes for the affected employees.
- BeNedra Williams stated that having exempt employees is not new for GT, so maybe a refresher is needed. Raquel Lieberman indicated that most faculty are probably not aware of this, and communication will be key.
- BeNedra Williams suggested that current managers could help communicate and address these changes with the affected employees. They could also help other faculty who are requesting the affected employees service better understand the changes as well.
- Doug Britton suggested that the communication would be beneficial for all faculty, not just managers, to help raise the overall general awareness of the changes.
- BeNedra Williams stated that OHR is going to have a call-in line for dealing with FLSA questions for employees and managers. FLSA Support will also be available during the Open Enrollment event to answer questions.
- Stella Richardson raised the issue of the one-time delay in the payment period (2 weeks due to biweekly pay process). BeNedra Williams indicated that there may be other options for employees if this delay was going to be hardship, including cashing in some vacation time. She did state that these funds would be taxed at a 38% rate.

New Business

On Campus Voting

- While this is a benefit to Fulton County residents, Raquel Lieberman expressed disappointment that it was not available for other counties.
- Darrell Gray stated that this was a county issue and not a GT issue, and that there may be some regulation that requires residents to vote in the county where they reside.

Adjournment

The meeting was adjourned at 11:10 AM.