

## **HRAC Meeting**

March 4, 2019

Brian Buford started the meeting with an update on the Strategic Planning Work Group for Great Places to Work. They have looked at several surveys to identify themes. They came up with 12 themes and decided on five to tackle. Brian will give us an update at our next meeting and send a report to Staff Senate Executive Committee. They have to finish their plan by May 31. The committee will ask for feedback during the process from individuals with expertise and from focus groups.

Brian is working on a Staff Mentoring program that he wants to roll out in a few weeks. The focus will be on finding great matches with an emphasis on women and minorities.

Todd Kneale went over the tuition remission costs over the past three years and it has remained pretty much the same with an average of \$7.8 million a year. Dependents are over 50% of the users. The tuition charges show on eligible staff's pay stubs under University benefits. The total cost is divided by the number of eligible staff and by pay period then charged to fringe.

The tuition waiver for staff attending other universities is not being continued. UofL agreed to cover the expense for this school year, but there is no funding on going. UK is the only school taking on this cost for their employees and only for those already in a program.

COSW rep, Sherry Duffy, gave a Power Point presentation on Staff Salary Analysis completed in May 2018. The finding is that pay inequity is very little at UofL. Administration did not have a significant difference and exempt employees are equal, so they focused on lower paid positions. Their recommendations are to:

- Continue to monitor gender pay gap
- Create clearer career pathways for staff
- Provide professional development opportunities for staff
- Provide HR guidance and support to units
- Make unit leaders responsible for redressing inequities
- Directly address identified compensation inequities

You can find the power point on COSW's website.

Todd Kneale is scheduling town hall type meetings to talk to employees about benefits. He will show a few slides and then answer any questions. The first is Thursday, March 7, at 11:00 in Ekstrom. It will be announced tomorrow in UofL Today.

John Elliot said the University has \$1.6 billion in assets for retirement funds. We need a process to monitor these funds and how these are invested. He is looking at options.

We received a copy of the RIF report. There have been four RIFs since January. There was a total of 83 in the 2018 calendar year.