

USG Staff Council Meeting Minutes

October 11, 2019

- I. Call to Order/Welcome – 9:55am
- II. Approval of Minutes
 - a. Motion to approve minutes. Minutes approved.
- III. Financial Report
 - a. \$4,999.47 budget
- IV. Chair Report
 - a. USG Well-being on campuses-engagement rates
 - i. For those that are serving dual roles, be sure to talk about well-being in staff council meetings: how to earn credit, go to site, assessment, etc.
 - ii. Q: Staff has concerns about completing surveys and confidentiality.
A: USG uses a 3rd party vendor and we don't see data, only percentages.
 - iii. Q: What if info is hacked?
A: Dr. Hicks says we do have security measurements to ensure their information doesn't get out there but they'll be sure to put it forefront for future information.
 - b. USGSC Executive Board Email
 - i. Efforts to create a generic staff council email address at each institution for continuity purposes. If you haven't already, please send to Jasper. The USG Staff Council has created one and it only goes to executive leadership, Dr. Juanita Hicks and admin. The email address is USGstaffcouncil@usg.edu.
 - c. Chair-Elect Vacant
 - i. The chair-elect is no longer able to serve. By-laws state that chair can appoint someone in that role.
 - ii. Two people have expressed interest so Lashica will reach out directly to them. If you have any interest, please let Lashica know by 5pm today to have elected by end of next week.
- V. Old Business
 - a. List of concerns for the system
 - i. Top 5 voted on
 - Moved to consolidate some of the items:
 - Well-being flex policy + increasing wellness cost
 - TAP benefits for dependents + USG/TCSG partnership + Executive Total Cost programs funded
 - Top 5 and the leads who will take them on:
 - (1) Well-being items – Lead: Valdosta
 - (2) TAP changes – Lead: Georgia Southern
 - (3) Benefits Changes – Lead: Columbus State
 - (4) Professional Development/Career Pathing – Lead: GT/GGC
 - (5) Bereavement Leave – Lead: Georgia State
 - ii. Next steps: We'll be able to form small work teams to do more research and make

recommendations to impact change. We'll work with USG and Dr. Hicks to get guidance and understand possibilities.

- iii. Executive leadership will create a template for teams to use
- iv. Timeline: By November 11, send information gathered to USG staff Council email. Executive leadership will send template and email names by Monday.

b. USGSC website and bylaws update

- i. Working with USG to update website
- ii. Need to form a sub-committee for by-law updates. See Jasper if interested.

c. Regional Forums part of USG 2019 Strategic Planning-Feedback from Angela Bell

- i. Executive Leadership also met with Angela Bell. They are finished meeting and feedback link is now closed.
- ii. Requested that we see the report prior to distribution
- iii. Sabra Blackwell from Georgia State gave an update on the meeting held at Georgia State

VI. New Business

a. Future USGSC conference-suggestions

- i. Lashica created an online request to host for future conferences. Would like to have a minimum two years out at all times.
- ii. Comment: Ensure that it moves around the state. Add to parameters.
- iii. Augusta University would like to host 2022.
- iv. Q: Would those who haven't hosted have priority over those who have hosted?
A: We will add that to the parameters
- v. GGC thinks they are 2022.
- vi. There will be a past-host committee formed along with resources. Would like a conference report after each conference to pass along to future hosters.

b. USG Staff Council strategic plan discussion

- i. Voting on one short term goal
 - Official mentorship for new SC participants and chairs
- ii. Voting on one long term goal
 - Create a plan to address: morale, mental and physical health

VII. Institution Reports - 2 minutes

- a. No time. Please send to USG email address and we will send it out to everyone.

VIII. Adjournment: 10:59am

Important Dates:

Meeting Dates	Times	Location
2/19/2020	10:00am - 2:00pm	Hatcher/MGA
5/20/2020	10:00am - 2:00pm	Hatcher/MGA
7/15/2020	10:00am - 2:00pm	Hatcher/MGA