

## Staff Council Quarterly Meeting

August 27, 2020, 2:10 PM (late start due to new platform kinks)

### Online Zoom Meeting

- I. Introductions and roll call: John Cheatham (Chair) – Members present listed below
  - a. Blue Ridge: Anna Speessen (Vice Chair)
  - b. Cumming: Lauren Garcia (Vice Chair), Meredith Higgins, Daniel Bell (Alternate)
  - c. Dahlonga: Derek Sutton (Vice Chair), Freda Thornton (Treasurer), Chandler Alligood, Donna Steele, Scott Marshall, Morgan Stovall, Greg Williams, Lara DeBlois, Candis Hill, Katie Descieux (Alternate), Jamie Lamanac (Alternate)
  - d. Gainesville: Kevin Young (Vice Chair), Tara Bailey, Wakeitha Cunningham, Rachel Hastreiter, Joslyn Hilliard, Christy Morrison
  - e. Oconee: Molly Hodges (Vice Chair)
- II. Approval of Meeting Minutes from March: Posted on Staff Council website.
  - a. Motion: Derek Sutton, seconded by Kevin Young
- III. Treasurer’s Report: Freda Thornton
  - a. Book Scholarship fund contains \$4,950 and campus allocations (after shirt orders) listed below (about \$80 less per campus last year):
    - i. Two types of budgets – expenditures and scholarships
    - ii. Campus Staff Councils can organize fundraisers to add funds to book scholarships.
  - b. For FY20 Staff Council received \$25,000 for staff development funds.
  - c. Staff Council Shirts (Chair) – Order has been placed. When ready, I will pick up and deliver to each vice chair for distribution.
- IV. Presidential Update:
  - a. Staff Equity – Dr. Jacobs has worked for years to bring pay equity closer to where it should be. For individual issues regarding specific pay equity, she recommends reaching out to UNG Human Resources for assistance.
  - b. Free COVID-19 Testing On-Site – Dr. Jacobs recommended John reach out to Greg Williams on this request.
  - c. On-Site Childcare – Dr. Jacobs has worked on this exact request at a previous institution and noted the large difficulties this could entail. However, she did not say it was impossible. John asked for people who desire to move this forward to let him know, and he will connect them.
  - d. Campus Mail – Dr. Jacobs recommended John reach out to Mac McConnell on this request.
  - e. Staff Parking – Dr. Jacobs recommended John reach out to Jerry Sullivan on this request.
- V. Campus Updates: Campus Vice-Chairs
  - a. BLU – Anna – First week on campus – things are moving and shaking – new staff coming on – first meeting in September
  - b. CMG – Lauren – Lighter side of busy, online the first week, looking for a first meeting time, lost POD due to COVID
  - c. DAH – Derek – Welcome a lot of new folks, see a lot of needs for fellow staff members, special called meeting next week to discuss two major fall events – Chili Cookoff and White Christmas Breakfast – both are food based but need to happen

- d. GVL – Kevin – Getting busy – good to see campus not a ghost town, sent out survey to staff to see areas of concern, down one council member (now 9) and no alternates – might need a mid-cycle election – need to move Helpful Harvest since businesses were closed due to COVID, also due to social distancing we can't have as many in the ball room, decided to move to May 20, 2021 and will notify all GVL staff of this – also looking for an online option for this, met already (2<sup>nd</sup> Thurs of every month)
  - e. OCN – Molly – also down alternates (3 members), only Molly in meeting since the other two are off. Met Monday to discuss budget and scholarship request. Lots of good systems for managing social distancing.
  - f. Campus events can be submitted to Public Relations Committee for SC Facebook page and to the SC website.
- VI. Committees Updates: Chair – Committees listed below – Please let your Vice Chair know which committee to serve on. Members are encouraged to serve on at least one!
- a. Nominations and Elections (All Elections)
  - b. Staff Development (Disbursement of Professional Development Funds)
  - c. Public Relations (All external communication – website, emails, signage, etc.)
  - d. Welcome (Greeting all new staff members)
  - e. Staff Awards (Staff Member of the Month, Outstanding Staff Member Award)
- VII. Plans and Projects for this year: Chair
- a. Bylaws update – Not sure if completed last year but would like to complete. Any volunteers to assist in this? Would like to present at next quarterly meeting.
  - b. Committee materials in Teams – Apologies for notifications of removals and adds. Teams was connected to previous 2018-2019 SC email list. Everyone on SC should have access to UNG Staff Council Team. Campuses are welcome to have their own internal Team for communication.
  - c. Monthly SC newsletter – Chair recommends this be part of the Public Relations committee.
  - d. Executive Committee Members: Chair, Senior Vice Chair, Treasurer, Campus Vice Chairs, and Campus Secretaries
    - i. Would like to hold election of Senior Vice Chair
  - e. Quarterly USG Staff Council Meeting, August 12, 2020, 10:00AM, Microsoft Teams
    - i. Health Plan for 2021 – Dr. Juanita Hicks, USG Vice Chancellor of HR
      1. Presented yesterday to Board of Regents by the USG.
      2. No changes to healthcare plans and only changes in the family plan – 1-2% (none for others) – other plans changed last year and the family plan didn't.
      3. Procurement exercise last year to either get new vendors including Accolate (part of Anthem plans).
      4. Approved change to \$100 for tobacco use and working spouse surcharge.
      5. Wellness credits up to \$100 approved.
      6. Oct 21-Nov 6 open enrollment – longer this year.
      7. There will be a system wide benefits fair (Oct 19-23) instead of in person ones at each institution.
      8. Q: Will co-pays ever go down? A: Each year costs are evaluated yearly.
      9. Q: Has USG Staff Council ever considered expanding \$100 well-being credit to employee children? A: No but that could be considered.
    - ii. Budget:

1. Around \$12K. Approved.
- iii. Wellness Update: Farrah Williams, USG System Benefits Wellness Manager
  1. Private, yearly program for select, healthy activities and can employee earn up to \$100.
  2. Visit <https://ourwellbeing.usg.edu> to sign up.
- iv. Career Development Center: David Brown, GA Tech
  1. Delayed but testing at his college and once ready will report that to the system for a larger rollout.
- v. Annual Conference at Fort Valley, nobody at meeting from Fort Valley
  1. All virtual. Will be a call for training sessions online.
  2. Scheduled for October 8-9, 2020.
  3. Everyone should think about attending the annual USG Staff Council conference in October. It's a great opportunity to meet other USG staff council members, share information, and get new ideas. This year will be virtual so will be easier to attend.
- f. Quarterly Meetings (August, November, February, May)

Motion to adjourn at 2:50 PM by Scott Marshall, seconded by Kevin Young

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