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Staff Council Meeting Agenda and Minutes

Human Resources

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4-14-2022

## Staff Council Meeting Minutes

Georgia Southern University

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## Staff Council Meeting

April 14, 2022

Zoom | 2:00 p.m.

**Administration/Guests:** Dr. Cary Christian, Dr. Carl Reiber, Jasper Stewart, Dr. Kyle Marrero, Ron Stalnaker, and Vickie Shaw.

**Staff Council:** Andrew Durden, Anne-Marie Grayson, Annette Ramos, Audra Taylor, Betsy Reaves; Brian Mizeski, Catherine Bishop, Cinnamon Dowd; Courtney Cheshire, DeAnn Lewis, Devon Hodges, George Allen Stovall, Greg Surette, Hal McCool, Hollie Sisk, Jeff Blythe, Jessica Hersey, J. Ben Wicker, Jodi Kennedy, Kelly Crosby, Kimberly Couch, Lauren Tremble, Leigh Johnson, Lindsey Michaud, Matthew Pulliam, Matthew Reynolds, Matthew Shingler, Michael Murphy, Nichole Booker, Philip Leroy, Scott Taylor, T. David Henry, Tajae Francis, Tiffany Courdin, Trina Smith, Victoria Brannen, Will Avra. **Regrets:** Janee Cardell, John Ramford.. Absent: Jonathan McCollar

**Call to Order:** The meeting was called to order at 2:02 p.m.

### Consent Agenda and Minutes of Meeting

- **Adoption of consent agenda**
  - Motion to adopt by Jeff Blythe; seconded by Brian Mizeski. None opposed.

### Presidential Updates & Comments | Updates from Dr. Kyle Marrero are as follows:

- Reason for the change of time was the University Awards of Excellence Ceremony at 10 a.m. on the Armstrong Campus. You can watch online as well as attend in person. Recognizing the 15 awardees receiving awards, as well as a team award. Also employees receiving years of service awards (5-45 years). Lunch will be provided after.
- Legislative session completed and through the process; the permanent \$5,000 increase to all USG employees will be funded for FY23. Eligible employees will receive the \$5,000 one-time bonus in the next two months as well as a permanent increase starting July 1, 2022.
  - Education and General Employees were funded by the state for the increase.
    - Auxiliary and grant-based employees were not covered for the increase by the state, and therefore Georgia Southern will honor the raise and cover the costs (apx. \$2.9 million)
      - Auxiliary is currently searching for the monies in their budgets to ensure the increase can take place and be sustained. Employees WILL receive the increase, however, there will be budget redirection exercises occurring in those units.
  - The state is providing 16.5 million dollars for the Cost of Living Adjustment each year.
- The science lab renovation was approved at \$2.8 million for the Armstrong Campus.
- Realized revenue for Special Fee is about \$14.9 million recurring. There was no reduction in the funding allocation from the Board of Regents. Very positive news.
- \$65 million MRR (Major Renovation and Repair) will be provided for FY23.
- We have the third lowest tuition rate in the 16 states of the SRB. We are not raising tuition, nor fee increases. Therefore our students attending next year will actually be paying \$290 less per semester.
- Employee Engagement Survey results are currently posted. They are divisional in organizational structure. Some of the comments are difficult. The President read through them all on Sunday—important to hear how people feel. He noted there are also some incredible ideas for improvement.
  - Action plans for staff-centered units due June 10.
  - Action plans for faculty-centered units will be due in late August.



- **Questions and Answers:**

- **Q:** If the raises were made permanent, how will this affect current positions that are open? Will they go up or stay where they are?
  - **A:** A large majority of positions that are vacant were funded for the increase. The salary of those positions moving forward will include the \$5,000 increase. Not every single vacant position, however, will receive the increase. Should be reflected on the posting.
- **Q:** Will there have to be budget cuts to cover the permanent salary increase?
  - **A:** No. The E&G side was covered by the state. The Auxiliary side are working on permanent budget redirections.
  - **A:** Ron Stalnaker also clarified that Auxiliary does budget evaluations and redirections every year. Monies have been identified at this point.
- **Q:** Why were there budget cuts for DEI organizations and activities?
  - **A:** Not aware that there were specific budget cuts to DEI organizations and activities. There is a committee that assigns funds and a process for that. Can almost guarantee that this is not true, and is in fact the opposite.

This concluded updates from Dr. Marrero.

**Human Resources | Updates from Vickie Shaw**, Interim AVP for Human Resource, are as follows:

- April 15 by 5 p.m.: TAP Deadline for Summer
- 11 days remain in the USG Walking Challenge
- GS Enrollment Management Blue is in the top 10 right now!
- Student Employment Month
  - <https://docs.google.com/forms/d/e/1FAIpQLScPCBy5BgK30Bxatil47Iwq9PWwBZwoi2vAALTpxxeqcazDeQ/viewform>
  - Shout-outs for the student workers

This concluded updates from Human Resources.

**Treasurer Report | Matthew Pulliam**

- Shelley Merrick Textbook Scholarship Fund = \$3,475.00
- Staff Council Advisory Discretionary Fund = \$583.63
- General Staff Council Account = \$1,964.93
- Staff Development Account = \$4,362.89

**Committee Reports**

- **By-Laws Committee** by DeAnn Lewis (for Kelly Crosby, Chair)
  - Received over 70 nominations for Staff Council 2023-2024
  - Nominated individuals should be notified next week
- **Communications Committee** by Courtney Cheshire, Chair
  - Staff Who SOAR Staff Council Webpage
    - <https://jobs.georgiasouthern.edu/staffcouncil/staff-who-soar/>
  - Thank you card template for employees on the page as well.
- **Fundraising and Scholarship Committee** by Hal McCool, Chair
  - No updates at this time.
- **Staff Development Committee** by Hollie Sisk and Brian Mizeski, co-chairs
  - Working on doing the first new employee engagement session by the end of the month.
- **Staff Outreach and Special Events Committee** by Andrew Durden and Devon Hodges, co-chairs
  - Save the Date for Staff Picnics: Monday, May 23 in Statesboro and Wednesday, May 25 in Savannah



- **President's Diversity Advisory Council (PDAC)** by Scott Taylor, Staff Council representative on PDAC
  - Dr. Patrice Jackson will chair the search for the Chief Diversity Officer. Goal is to have someone in that position by July 1.

#### **Old Business**

- No old business to discuss.

#### **New Business**

- No new business to discuss.

#### **Important Dates**

- Next Staff Council meeting: Friday, May 20, 2022 at 9 a.m.
- March 14 - April 24: USG Walking Challenge
- April 15: University Awards of Excellence and Years of Service, 10 a.m., Armstrong Campus
- TAP deadline for Summer 2022 courses: Applications due to [hrservice@georgiasouthern.edu](mailto:hrservice@georgiasouthern.edu) by 5 p.m. on Friday, April 15
- May 11-18: Staff Council Elections; Newly elected members will be announced June 1
- Spring 2022 Commencement Volunteers needed:  
<https://www.google.com/url?q=https://news.georgiasouthern.edu/my/2022/03/23/volunteers-need-ed-for-spring-2022-commencement/&sa=D&source=docs&ust=1649705781273081&usg=AOvVaw16iS6Apg5Jpy0Ptg8FTCiE>
- Updated May Executive Committee Meeting due to conflict with commencement: Now Monday, May 16 at 9 a.m.

#### **Motion to Adjourn**

- Motion made to adjourn by Kelly Couch; seconded by Annette Ramos. None opposed.

#### **Meeting Adjourned.**

*Minutes recorded and submitted by Cinnamon Dowd.*