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Staff Council Meeting Agenda and Minutes

Human Resources

7-29-2022

Staff Council Meeting Minutes

Georgia Southern University

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Staff Council Meeting

July 29, 2022

Zoom | 9 a.m.

Administration/Guests: Dr. Bill Dawers, Dr. Carl Reiber, Dr. Cary Christian, Jeremiah Womble, Dr. Kyle Marrero, Leigh Price, Ron Stalnaker, Vickie Shaw.

Staff Council: Anne-Marie Grayson, Annette Ramos, Audra Taylor Brian Mizeski, Catherine Bishop Hoopaugh, Courtney Cheshire, DeAnn Lewis, George Stovall, Jahmal Rainey, Jessica Hersey, Jodi Kennedy, Jonathan Hoopaugh, Kelly Crosby, Kelly Kennedy, Kyra Larry, Lashanda Hicks-Griffin, Lindsay Gribble, Lindsey Michaud, Nicholas Sparacio, Nicole Marshall, Nikki Warner, Philip Leroy, Reid Burke, Scott Taylor, Tajae Francis. **Regrets:** Amy Ford, Andrew Durden, Bonnie Overstreet, Christopher Harris, Jamario Jones, Ben Wicker, Kiera Stansell, Kristen Rappa, Leigh Johnson, Matthew Hollingsworth, Radley Britt, Robert Hisey, Shaneisha Lonon-Bryant, Summer Snowden, Tenisha Martin.

Call to Order: The meeting was called to order at 9:00 a.m.

Consent Agenda and Minutes of Meeting

- **Adoption of consent agenda**
 - Motion to adopt by Jodi Kennedy; seconded by Annette Ramos. None opposed.

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

- COVID Updates - waiting on a final guideline document from the USG.
 - Free testing and free vaccines at our health centers and pushing to help mitigate.
 - Change August 1 - providing services to students in housing - will no longer provide meals and services for students in isolation.
 - Students will still report and notification to professors will still be notified for the mandatory isolation period.
 - We are moving into the endemic stage - slow uptick of cases, but hospitalizations are still down.
 - Watching Monkeypox as what it may be for mitigation and preparedness that we may need.
 - Encourage others to wear a mask if they feel most comfortable in crowded spaces, but not required.
- Enrolment Updates
 - The market shift of graduating students - number of FASFA - down 29% from last year from students coming out of high school. There is also a lot of opportunity in the job market for students to make a decent wage going straight to work.
 - Incoming students coming in will most likely be around 4,400 with total enrollment of around 26,000.
 - Dual Enrollment and Transfers are down this year.
 - The entirety of the system will be down about 4-5% this year - thinking this will be a one-year anomaly.
 - We prepared for decreased enrollment with the budget this year and will model a 5% reduction moving into the next year.
 - Prioritization - prioritize needs - important to fund areas that support continued growth.
 - FY24 budget due in November.
 - Model to where we can find efficiencies with open positions and other areas.
 - Will not have any layoffs.
 - Believe there will be growth after this anomaly year.

- Task force - Armstrong and Liberty Campuses Strategy Group
 - Task 1: over the next two months look at the projected market and predicted growth in the area. Be ready with 4-6 programs we can elevate and gain enrollment for those programs.
 - Task 2: take the remainder of the fall to look at a 3-5 year plan for courses and programs that can help capture the adult market. We will also look at programs that have not been able to be at the Armstrong Campus that we can now look at bringing to the campus.
 - The goal is to support the growing community and economy in the area with our programs and services.
- Hyundai Project - nearly 6 billion investment
 - 400,000 cars made - Genesis electric vehicles. Will have a battery plant as well.
 - Goal is to have the first car through the assembly line in Jan. 2025.
 - Over 8,000 employees after 2027.
 - The reported salary will be 65,000 with benefits.
 - Migration of workforce - growth and migration into the region.
 - Bulloch County - grown and within 30 miles of the site for direct and indirect suppliers.
 - Land use, infrastructure, housing, critical workforce training.
 - Partner within land use/manufacturing/water usage areas.
 - Help curve the demographic cliff that we have talked about coming up in by 2026.
- Score Cards and FY22 Action Plans are updated and on the website.
 - 3.58 for the year; will be presented at the State of the University.
- State of the University
 - Statesboro Campus | August 23, 2022 | 3:30 pm
 - Armstrong Campus | August 24, 2022 | 3:30 pm
 - Will be streamed if you cannot attend. One will be recorded and posted online.
 - *Questions will only be available in person; send those in if you cannot attend in person.
- FY23 Scorecards will be posted Monday, August 1.
 - President Scorecard - 1 new KPI - Career Success and Readiness beyond Graduation - what is the best source of data - 1,3,5 years of salary or graduates with jobs or in grad school or a combination of those.
- **Questions and Answers:**
 - **Question:** In the event of Monkeypox cases increase - will the policies look similar to COVID protocols?
 - **Answer:** DPH - no specific guidance of what requirements are and what we should be doing. We are watching the availability of vaccines and treatments. On-going discussion on preparedness.
 - **Question:** Reclassification from HR that was supposed to be released in February.
 - **Answer:** From Vicky Shaw
 - Reclassification and process and procedure to do so - working on that as quickly as they can. Have not been able to work through that all the way yet.
 - Coordinator study completed in January - specific to an individual, have them reach out to HR.
 - **Question:** Are we buying the Sav Mall
 - **Answer:** No we are not buying the Savannah Mall. We are interested in what the future development of it will be. Hope that it is something that we can be a partner or collaborator with what will be there in the future.
 - **Question:** Has the last day to admit students for the full term been extended to August 17th.
 - **Answer:** Starting early, so we can have some flexibility through when we can accept students for the full term. We will be accepting students up until 5 pm on August 17th - help get 200-300 more students enrolled in the fall.
 - **Follow-up:** concerns with students a week after school starts - will that be tracked to see if it hinders the students?
 - Dr. Reiber - other institutions have done this previously, and have had success with this. Looking at those institutions to help us implement. Most institutions you



don't see as much of a drop-off in grades after 1-2 weeks added late. Providing as much of a support structure as possible to help those students be successful.

- **Dr. Carl Reiber** - added info sharing/rumors - Career and Professional Development - moving from Student Affairs to Academic Affairs - designed to better enhance career and professional development in academic areas. They will still work closely with Student Affairs. This move will help CPD initiatives in embedding career readiness within FYE and other academic areas.

This concluded updates from Dr. Marrero.

Human Resources | Updates from Vickie Shaw, are as follows:

- New Employee Orientation - starting August 8th. Employees and managers will be notified.
 - Will continue through the year on both Armstrong and Statesboro Campuses.
 - Engagement opportunities with President's Cabinet and Staff Council.
- In-person Benefits Fair
 - October 4 - Armstrong Campus
 - October 5 - Statesboro Campus
 - Communication with more detailed info coming soon.
- Student Employment Fair
 - August 17 & 18 - Statesboro Campus at Recreation Activity Center (RAC)
 - August 24 - Armstrong Campus at Student Union
- USG Night at the Braves - September 3
- **Questions and Answers:**
 - **Question:** Holiday Calendar
 - **Answer:** Approved by Staff Council Exec, Faculty Senate, and President's Cabinet - standard holiday calendar with the Juneteenth holiday as well, info will be shared soon.

This concluded updates from Human Resources.

Treasurer Report | Updates from Scott Taylor, Chair

- Shelley Merrick Textbook Scholarship Fund = \$4,448.60
- Staff Council Advisory Discretionary Fund = \$0
- General Staff Council Account = \$998.34
- Staff Development Account = \$942.00

Committee Reports

- **Introduce Committees and Chairs**
 - **By-Laws Committee** - Kelly Crosby
 - **Communications Committee** - Courtney Cheshire and Lindsey Michaud
 - **Fundraising and Scholarship Committee** - Lashanda Hicks-Griffin and Christopher Harris
 - **Staff Development** - Brian Mizeski and Jodi Kennedy
 - **Staff Outreach and Special Events Committee** - Audra Taylor and Nikki Warner
 - **President's Diversity Advisory Council** - Jessica Hersey
- **By-Laws Committee** by Kelly Crosby, Chair
 - Plans to improve recruitment for Staff Council members in the next election.
- **Communications Committee** by Courtney Cheshire, Chair
 - Staff Who SOAR Staff Council Webpage
 - Initiative is doing well; 120 submissions to date.
 - Working on streamlining and updating that process in the upcoming year.
 - <https://jobs.georgiasouthern.edu/staffcouncil/staff-who-soar/>
 - Will be updated twice a month.
 - Will be working on increasing social media presence on Instagram over the next year.

- **Fundraising and Scholarship Committee** by Hal McCool, Chair
 - No updates at this time.
- **Staff Development Committee** by Brian Mizeski and Jodi Kennedy, Co-Chairs
 - No updates at this time.
- **Staff Outreach and Special Events Committee** by Audra Taylor and Nikki Warner, Co-Chairs
 - No updates at this time.
- **President's Diversity Advisory Council (PDAC)** by Jessica Hersey, Staff Council Chair-Elect, representative on PDAC
 - No updates at this time.

Old Business

- No old business to discuss.

New Business

- No new business to discuss.

Important Dates

- Next Staff Council meeting date | August 26, 2022
- August 5: Operation Move-In Volunteers Needed
 - <https://georgiasouthernuniversity.volunteerlocal.com/volunteer/?id=60980>
- Eagle Experience Volunteer Opportunities
 - <https://drive.google.com/file/d/1lguq903JCUQsajUibxbQtloPdhdKid75/view>
- State of the University
 - Armstrong Campus | August 23, 2022 | 3:30 pm
 - Statesboro Campus | August 24, 2022 | 3:30 pm
- USG Staff Council Conference | Held at Georgia Gwinnett College

Motion to Adjourn

- Motion made to adjourn by DeAnn Lewis; seconded by Kelly Crosby. None opposed.

Meeting Adjourned.

Minutes recorded and submitted by Cat Bishop Hoopaugh.