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Staff Council Meeting Agenda and Minutes

Human Resources

9-23-2022

Staff Council Meeting Minutes

Georgia Southern University

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**Staff Council Meeting
September 23, 2022
Zoom | 9 a.m.**

Administration/Guests: Dr. Bill Dawers, Dr. Carl Reiber, Dr. Kyle Marrero, Leigh Price, Mandy Maynard., Jazzkia Jones, Ron Stalnaker,

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

Call to Order: The meeting was called to order at 9:01 a.m.

Consent Agenda and Minutes of Meeting

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

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

- Celebrate Together - October 20 | 10 am - 2 pm | Armstrong Campus
- Hyundai Partnership - met with two primary executives looking for placement of graduates from our programs.
 - Job Fair for Hyundai - plans to hire up to 40 of our students.
 - Looking to also have internship opportunities with them, starting as early as January 2023.
- Scott Lingrell - Moving into a new role with USG.
 - Dr. Amy Ballaugh is interim VP for the Division of Enrollment Management.
- Board of Regents - October 8th - approved a GPA only admit option through Fall 2023.
 - Allows us a full year to go after students with a GPA only requirements for admission. This should help us increase enrollment.
 - Will also give us a full assessment cycle to look at retention. Covid years have had a lower retention rate than pre-Covid.
- Enrolment Updates
 - Census will happen around mid-October.
 - Believe we will land around 25,500 for enrollment.
 - Would be about 5.8% down in enrollment for the year.
- Budget Impacts of decreased enrollment
 - Budget for 5% will need to go up a percentage.
 - Every percentage down for enrollment is about \$1.15 million earned revenue.
 - 6.9 million - held back \$1.5 million for the budget exercise.
 - Auxiliary will have about \$1.85 million in reductions.
 - Budget narrative will be due mid November to the system office; hearing will occur by the end of the year.
- Will be the host for the next 4 years for the Governor's Honors Program
 - Summer program for the best of the best of rising Junior and Senior high school students in the state. They apply to be in the program.
 - March 11th - 1,500 students and parents - will have interviews and auditions.
 - Residency for about 800 students for 4 weeks of the summer. Will live in the residence halls during that time.
 - Research and performing arts components.
 - Will allow us to showcase our university and encourage students to apply at Georgia Southern for college.

- Primarily at Statesboro - need to be housed in one area and be within walking distance to everything they need.
- Armstrong Task Force - Armstrong and Liberty Campuses Strategy Group
 - Going well, lots of progress
 - 1st task - identify 4-6 programs that align with data that show there is market connection for growth. Already at Armstrong that can easily be completed for improved
 - Within several weeks, the finalized recommendation for 1st task should be delivered.
 - October - roll out to faculty/staff.
 - November 1 - start and move into Phase 2.
- **Questions and Answers:**
 - **No Questions**

This concluded updates from Dr. Marrero.

Information sharing and gossip - none to be discussed

Human Resources | Updates from Mandy Maynard, are as follows:

- New Employee Orientations - started in August and have been going well.
 - Working to build out a 180-day journey for a new employee. Building out a touch point journey for the employee and their supervisor with the resources Human Resources has for them.
- Working on getting in contact with people on campus that are good resources for training. Goal is to connect those looking for training with departments that offer training opportunities.
- Building a Better U - Leadership Development Program by MIT. Has different courses on leading a business, leading a team, and other leadership courses.
- Benefits and Wellness Fairs
 - Armstrong - October 4 | 10am - 1 pm | Armstrong Center
 - Statesboro - October 5 | 10am - 1 pm | Nessmith Lane Center
- **Questions and Answers:**
 - **Question:** Will the Covid booster be eligible for Wellbeing credit in the future?
 - **Answer:** HR has not received more information on if this will be eligible for Wellbeing credit as of now.

This concluded updates from Human Resources.

Office of Inclusive Excellence | Updates from Jazzkia Jones, are as follows:

- [Current Employee Resource Groups](#) (ERGs) that are currently active
 - Young Professionals ERG
 - International ERG
 - Women's Leadership Series
 - LGBTQ+ ERG
 - Jewish ERG
- Can participate in multiple Resource Groups.
- Information sessions will occur for staff interested in more information. Hybrid - can join virtually or in-person.
- **Questions and Answers:**
 - **Question:** If someone is interested in starting an ERG, who would they contact to go about doing so?
 - **Answer:** Reach out to Jazzkia Jones in the Office of Inclusive Excellence to help walk through the process. There is also an application online on the main ERG website that can be filled out as well.

This concluded updates from the Office of Inclusive Excellence.

Treasurer Report | Updates from Andrew Durden, Treasurer

- Shelley Merrick Textbook Scholarship Fund = \$4,455.26
- Staff Council Advisory Discretionary Fund = \$0
- General Staff Council Account = \$1,016.66
- Staff Development Account = \$11,427.02

Committee Reports

- **By-Laws Committee** by Kelly Crosby
 - No updates at this time
- **Communications Committee** by Courtney Cheshire, Chair
 - Staff Who SOAR Staff Council Webpage
 - It will be updated on the first of every month. Will have 15 new staff members recognized each month.
 - October will start a new round of recognition.
 - <https://jobs.georgiasouthern.edu/staffcouncil/staff-who-soar/>
 - Will be updated once a month.
- **Fundraising and Scholarship Committee** by Lashanda Hicks-Griffin, Co-Chair
 - Committee has been reviewing donor lists and coming up with new ideas for raffle in the Spring.
- **Staff Development Committee** by Brian Mizeski, Co-Chair
 - First Professional Development sessions coming up. Sessions will be in person. True Colors Session; registration will be coming out within the next week.
 - Armstrong - October 18
 - Statesboro - October 24
 - Starting to work on the Professional Development Conference in November.
- **Staff Outreach and Special Events Committee** by Audra Taylor and Nikki Warner, Co-Chairs
 - Working on putting together a table for the Celebrate Together on the Armstrong Campus.
- **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

- Special Elections to replace Staff Council members who have left the university or resigned.
 - **Kelly Crosby, Parliamentarian** - Process
 - There are not enough runner-ups for those positions, so we will host a special election.
 - The call for nominations will go out on Monday, September 26 with a full timeline of the process.
 - Advancement and Business and Finance will be the two divisions that will need special elections.

Important Dates

- Next Staff Council meeting date | October 22, 2022
- USG Staff Council Conference | October 13-14 | Held at Georgia Gwinnett College

Motion to Adjourn

- Motion made to adjourn by Kelly Crosby; seconded by Jodi Kennedy. None opposed.

Meeting Adjourned.

Minutes recorded and submitted by Cat Bishop Hoopaugh.