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Staff Council Meeting Agenda and Minutes

Staff Council

1-20-2023

Student Council Minutes

Georgia Southern University

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Staff Council Meeting
January 20, 2023
Zoom | 9 a.m.

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

Staff Council: Akilah King, Andrew Durden, Anne-Marie Grayson, Annette Ramos, Audra Taylor, Ben Wicker, Bonnie Overstreet, Brian Mizeski, Catherine Bishop Hoopaugh, Courtney Cheshire, DeAnn Lewis, Jodi Kennedy, Kelly Crosby, Kelly Kennedy, Kelli Lemieux, Kristen Rappa, Kyra Larry, Jahmal Rainey, Lashanda Hicks-Griffin, Leigh Johnson, Lindsay Gribble, Lindsey Michaud, Matthew Hollingsworth, Natalie Coto, Nicole Marshall, Nikki Warner, Philip Leroy, Robert Hisey, Scott Taylor, Shaneisha Lonon-Bryant, Shaun Edwards, Tajae Francis, and Yolanda Hernandez. **Regrets:** George Stoval, Jessica Hersey, Jonathan Hoopaugh, Katie Fester, Nicholas Sparacio, Summer Snowden, and 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:

- Acknowledgement and thanks for all the MLK events and the departments involved in planning and implementing, Office of Inclusive Excellence and Office of Multicultural Affairs. A great testament to the efforts around DEI on campus.
- Legislative session has kicked off.
 - Representation for Georgia Southern in the legislative session:
 - John Burns is the 56th Speaker of the House and is a Georgia Southern Alumni. Support in what we need around education will be coming through.
 - Senator Billy Hickman is also an active Georgia Southern Alumni - Chair of the Higher Ed Committee and the Chairman of the Senate Higher Ed Appropriations Sub-Committee.
 - Governor's recommendations
 - \$2,000 COLA raise for all state employees. E&G-funded staff members will be covered. The university will fund all auxiliary, foundation, and grant-funded positions.
 - Will mean a \$1.2 million recurring budget that we will receive.
 - Salary equity from the salary equity study will not be feasible if this passes since the \$2,000 COLA will take precedence.
 - \$9.8 million in formula funding for next year.
 - \$18 million in funding for health benefits premiums increases.
 - Other things that are positive:
 - Proposed \$61 million from lottery proceeds added to HOPE scholarship. This would bring HOPE scholarship recipients up to 100% coverage for tuition.
 - \$25 million funding to help learning loss grants in K-12. This is good with some of the initiatives coming out of our College of Education and tutoring initiatives. Helps pay our students who are trained tutors.
 - \$15 million to support paraprofessionals for bachelor degree-seeking professionals. It will help paraprofessionals to help go back to school while working to get certifications. This will also apply to health professionals. Will help the growing need for educators and health professionals.



- Tax refunds and property tax rebates for filers.
 - They will start looking at the amended FY23 budget and then start working on the FY24 budget.
 - Last day of the session is March 29.
 - We won't find out specifically what our budget is until the April board meeting.
- Board of Regent Meeting on Tuesday, January 17
 - Several items approved -
 - Bachelor of Science Degree in Software Engineering. Launching next fall.
 - Honorary Doctorates Approved - will be seeing more of these as a way to honor those that are helping us.
 - Fred and Diana Gretsch - May 2023
 - Cole Swindell - not sure when this will happen. May be December based on his schedule.
- Engagement Survey Town Hall
 - March 1 - 15
 - Emails will be coming out soon towards the end of the month and early February.
- Enrollment
 - Spring: 23,302 - 5.29% down from spring 2022.
 - We feel confident that we will recover .5% of the drop from last spring through add/drop and term B.
 - Retention rate from this year's freshman class for spring - 93%. 4% better than last year's freshman class.
 - Applications are up for first-time freshmen by about 3%. Incomplete applications are drastically lower than last year. We are up 37% of admitted Freshmen from last year.
 - Our goal is to yield to the students in the pipeline.
- **Updates from Ron Stalnaker,**
 - Convocation Center - will hopefully see groundbreaking in mid-February.
 - IPF - planning to be done May
 - MCC and Williams Center - being completed in May
 - UV Parking Lot - by the end of April, early May.
 - Car into the residential halls - wrapping up construction today. 36 students that were displaced will be able to move back in next week.
- **Questions and Answers:**
 - **No Questions**

This concluded updates from Dr. Marrero.

Information sharing and gossip - none to be discussed.

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

- Staff Performance Evaluations - active now, and should be concluded on February 28.
- March 1 - will launch the Employee Engagement Survey.
- **Reminder that new employee**
- **Questions and Answers:**
 - **No Questions**

This concluded the updates from Human Resources.

Treasurer Report | Updates from Andrew Durden, Treasurer

- Shelley Merrick Textbook Scholarship Fund = \$4,477.67
- Staff Council Advisory Discretionary Fund = \$0
- General Staff Council Account = \$1,051.46
- Staff Development Account = \$6,744.46

Committee Reports

- **By-Laws Committee** by Kelly Crosby, Chair
 - Bylaws committee has finalized two areas of updates for the Bylaws.
 - Proposed addition in red: Section V: Elections and Vacancies
 - A. Divisional Representatives:
 1. Divisional Representatives: Elections will be held annually. Divisional representatives will be elected by a simple majority vote of Georgia Southern University's benefited employees participating in the election. Staff Council members who will continue to serve in the next year may not vote. The divisional representatives shall be distributed based upon requirements found in Section IV.A.11 to ensure representation for each University division and campus. **If a Division does not successfully nominate a representative (nomination is accepted by the staff member and approved by the supervisor), the open seat may remain unfilled until the next annual election and reapportionment.**
 - Rationale: This change clarifies the actions to be taken in the event no candidates are identified to fill a vacant Staff Council seat during an annual election.
 - Proposed edit in red: Section V: Elections and Vacancies C. Vacancies
 - 1. The Associate Vice-President for Human Resources will verify eligibility of staff nominated for vacancies prior to their appointment or addition to the ballot for election.
 - 2. When vacancies occur in the Executive Committee, the Chair, with majority approval of the Executive Committee, will have the authority to fill such vacancies. Priority will be given to those who have served at least a year with vacancies in Parliamentarian, Secretary, and Treasurer but can be filled by any current Staff Council member regardless of service time. Vacancies in Chair- Elect must be filled by a current Staff Council member who has served at least a year.
 - 3. The Chair-Elect will succeed the Chair should the Chair vacate the office before the term expires.
 - 4. Replacing a terminated, ineligible, or resigned member will be subject to the following restrictions:
 - a. No replacement will be made if less than six months remain in the Staff Council member's term (after November 30th of the second **year term**).
 - b. The Executive Committee has the right to go back to the previous divisional representative election ballot and select a replacement from the respective division giving the candidate who received the next largest vote the right of first refusal. If no appropriate representation is available from the previous election, the Executive Committee has the authority to identify and approve procedures to select a replacement as quickly as possible. The new divisional representative will serve out the remainder of the term that they are replacing.
 - Rationale: This change clarifies the timing of possible replacements for unexpected vacancies on Staff Council.
- **Communications Committee** by Courtney Cheshire, Chair
 - Staff Who SOAR - continue to submit your colleagues!
 - <https://jobs.georgiasouthern.edu/staffcouncil/staff-who-soar/>
- **Fundraising and Scholarship Committee** by Andrew Durden, Treasurer
 - Working on starting efforts for the raffle for the Spring Picnic. Will need help from all of staff council members to help.
- **Staff Development Committee** by Jodi Kennedy, Co-Chair
 - February - in-person session; email has been sent out with registration link.
 - Green Zone Training | Presenter: Colonel George Fredrick



GEORGIA SOUTHERN UNIVERSITY

- February 2 | Statesboro Campus | 9:30 am - 11 am
- February 9 | Armstrong Campus | 9:30 am - 11 am
- Stress Less Acc - February 1
- Save the Date: March 21st - Staff Council Professional Development Conference on the Statesboro Campus. More information will be coming soon.
- **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

- The bylaws committee proposes amendments to the bylaws; since the amendments are proposed by a committee, a second is not needed.
 - No objections, so the amendments pass.

Important Dates

- Next Staff Council meeting date | February 17, 2023
- Employee Performance Evals | January 17, 2023 - February 28, 2023
- Conflict of Interest/Conflict of Commitment disclosures due by February 28, 2023. Reminders will be sent on February 7 on MyGeorgiaSouthern.
- State Business Transaction Reports (for anyone who has entered into a business transaction with the State of Georgia or any of its agencies) are due by January 31, 2023. Please see the Midweek Memo of January 11 for details.
- Staff Council elections will begin soon. Please consider recruiting new Staff Council members from your division.
- Deadline for [nominations for Alumni Awards](#) is February 1.
- Deadline for [nominations for Outstanding Advisor Awards](#) is January 25.
- Professional Development Opportunities
 - Green Zone Training | Presenter: Colonel George Fredrick
 - February 2 | Statesboro Campus | 9:30 am - 11 am
 - February 9 | Armstrong Campus | 9:30 am - 11 am
- Staff Council Executive Committee Elections
 - Nominations will be open February 6-10
 - Elections will be open February 20-24 (Current Staff Council Members will be the only eligible voters for Exec members.)

Motion to Adjourn

- Motion made to adjourn by Kelly Crosby; seconded by Andrew Durden. None opposed.

Meeting Adjourned.

Minutes recorded and submitted by Cat Bishop Hoopaugh.