

Staff Council Meeting
Minutes
May 7th, 2014
Miller Learning Center 207
2:30PM

Meeting was called to order by Jerry Daniel

Roll Call, quorum was present

Minutes from April were approved

Committee Reports:

Health and Safety Committee: no report

UGARA: no report

Communication Committee; no report

Human Resources:

- University Council
 - Proposal to add “Gender identity and expression” to the NDAH and EO policies was approved
 - Proposal to do a comprehensive study on faculty salary issues at UGA, This study to include both issues external to UGA (namely, the competitiveness of average salaries across our peer and aspirational institutions over a number of years), and issues internal to UGA, including gender equity, salary compression and salary inversion was approved
 - A proposal to form a committee to explore UGA parental leave policies was scheduled for fall.

Staff and Needs Concerns: no report

Chair’s report:

- Alumni Association:
 - Doing well in search for new Executive Director, has strong candidates
 - Implementing a new software program “Gail” to assist in talking to alumni,
 - GAIL (Giving and Alumni Information Link) at UGA is being developed as a single, comprehensive giving and alumni fundraising system. The single authoritative database will ensure the accuracy, integrity, and timeliness of donor data, and will provide information such as birthdays, children, jobs, marriages etc.
 - UGA is behind in our endowment fund relative to peer, aspirant universities
- June Meeting
 - We will be electing three at-large members of the Executive Committee
 - Current reps should plan on bringing new reps to the meeting
- UGA Foundation meeting in June ~ Jerry will be attending

Old Business:

- There was discussion to change the addendum for the number of reps based on census
 - *This was updated to reflect that the count of reps is determined by the chart of accounts. Michael Lewis has the new reports. The Vice-Chair will review to see if these numbers (this is not considered a bylaw change) need to be updated.*
- UGA Pay Raises:
 - *Not a cost of living raise*
 - *No "across the board" raises for employees*
 - *Merit--based raises determined by employee performance on last year's performance evaluation (January--March 2014 submission)*
 - *Raises may range from 0-- 8%*
 - *BOR to finalize proposals during its May meeting*

New Business:

- Ryan Nesbit, VPFA was our guest speaker with a budget overview
 - UGA FY14 budget totals \$1.45 billion (FY15 not finalized by BOR)
 - State funding: 28% in FY14, compared to 47% in FY02
 - Internal (tuition) paying more (35% for FY14)
 - State funding cut by 22% from FY09 to FY14 (slight raise expected for FY 2015)
 - State budget total: 9% to USG in FY14, compared to 11% in FY02
 - Question and Answer Session
 - “Where does the Hope Scholarship fall?”
 - Into the Internal pool as tuition.
 - “What message should we take back to the staff?”
 - Students are our customers – and contribute more today than they have in the past
 - “When will public education no longer be “public”?”
 - That is a tough question to answer. We will continue to receive state funding for the foreseeable future.
 - “What are the plans to remain an “affordable education”?”
 - Our first step is to be aware of costs to students and families, has been addressed the last few years with the freezes on fees
 - “What impact does the economic development of Georgia have on UGA?”
 - As the state continues to grow and prosper, the demand for education will continue to grow, economic development is a win-win for both the state and UGA

Next Staff Council Meeting 2:30 June 3rd , MLC 153 (Note this is a room change!)
Meeting adjourned at 3:46pm