



**September 3<sup>rd</sup>, 2014**  
**Miller Learning Center Room 250**  
**2:30PM**

Meeting was called to order by Michael Lewis

Roll Call, quorum was present

Minutes from August were approved

Committee Reports:

Health and Safety Committee: still needs a chair.

UGARA: no report

Communication Committee:

- reported that meetings will be announced on the UGA Staff listserv.

Benefits and Classification:

- The Benefits and Classification committee met on 8/28 to discuss potential updates the Shared Leave Program.
  - The committee is working to propose two enhancements to the program:
    - 1) to allow the benefit to be used when an employee's family member is sick. Proposed updates would follow the same guidelines as FMLA to determine who is considered a family member.
    - 2) utilize a shared leave pool instead of transfers directly between employees.
  - The committee will begin discussion with HR to determine the impact of these proposals and how to work around potential challenges.

Staff and Needs Concerns: no report

University Council Committee Reports: (most of the committees still have not met)

Executive Committee: No report

Facilities Committee: No report

Student Affairs Committee: No report

Human Resources Committee:

The Human Resources Committee met on August 28. It has been discussing UGA's lack of maternity leave for at least a year. It is drafting a proposal to request creation of a parental leave policy for employees following the birth or adoption of a child. The first draft of the proposal included provisions for pausing the tenure clock for women faculty, but the committee decided it would be more appropriate to separate those issues into two proposals. The committee also discussed expanding the Tuition Assistance Program to include spouses and dependents, but wanted to get some more

information before sending a proposal forward on that date. We hope to present the proposals at the October meeting of University Council.

Strategic Planning Committee: No report

Libraries Committee: No report

Chair's report:

- Shared some upcoming events
  - University Council Executive Committee
  - UGA Foundation Fall Meeting – Reception, Dinner, Breakfast, Meeting, Meetings, and more Meetings.
  - President's Club Reception
  - Alumni Board Fall Meeting

Old Business:

USG Staff Council Benefits Questionnaire

Results of the Questionnaire are:

- There are three questions on the questionnaire which we would like answered:
  - Would extending TAP benefits to your immediate family be something that would benefit you as a USG employee? *In favor 15 - 1*
  - If BOR allowed immediate family members (as defined above) to take Distance Learning and Web-Based Courses, would this be a benefit to you? *In favor 14 - 1*
  - Are you in favor of a Bereavement Paid Time benefit? What do you think is an allowable amount of paid time off for the death of a loved one? Do you agree that a loss of a friend or pet would also qualify for this benefit? *In favor 4 - 1*

New Business:

Presentation by, Senior Vice President for Academic Affairs and Provost Pamela Whitten

- Formerly the dean of the Michigan State University College of Communications Arts and Science
- Has been at UGA for 7 months
- Oversees instruction, research, public service and outreach, student affairs, and information technology.
- She believes “UGA is an amazing experience for undergrads”
- Made a significant issue of finding, developing, and retaining new leaders within the ranks of current employees, faculty AND staff
- Reviewed the outline of “Giant Steps’ UGA needs to focus on
  - How to better tailor education to undergrads
    - Encourage undergrads to finish in 4 years
  - Obtain more dollars for research and productivity
  - Focus more on Graduate Education
    - Will bring more talented educators to UGA
    - Will also attract more research dollars
  - Place a stronger focus on Development , Fundraisers and Endowment

## Vision Statement

The leadership of Staff Council participated in a development seminar with Vickie Coker in Training & Development.

- Primary Focus: Transition new members into better leaders.
- Methodology: Determine direction by developing a vision statement.
  - The leadership presented a proposal to the body of Staff Council to adopt “Staff Council making a great place to work even better!” as our vision statement. Proposal was accepted. The vision statement will appear on all Staff Council communications.

Next Staff Council Meeting 2:30 October 1<sup>st</sup>, 2014, MLC 250 with Student Mentoring Program, Mike Friedline and Kara Fresk

Meeting adjourned at 4:18pm