



**March 4, 2015**  
**Miller Learning Center Room 207**  
**2:30PM**

Meeting was called to order by Michael Lewis

Members in attendance: Devin Arnold, Teri Berryman, Kaelin Broaddus, Debi Chandler, Kelly Cona, Victoria Cooper (Sub -Donna LeBlond), Jonathan Croy, Cathy Cuppett, Andy Davis, Jerry Daniel, Maggie Denna, Anjali Dougherty (Sub – Lane), Elmer Gray ,Michele Ranae Griffin Stefani Hilley, Stuart Ivy, Jeremy Jenkins, Marcus Jennings , Christine Jepsen, , Brenda Keen, Michael Lewis, Doris Lord, Marie Mize, Mary Moore, Wade Newbury, Laura Rhicard, Josh-Mark Robinson, Lisa Sperling (Sub), Kyla Sterling, Rose Tashash, Kristi Wall, Tokesha Warner

Members absent: Jennifer Abbott, Ricky Boggs, Mandy Brogdon, Terry Camp, Vickie Coker, Melinda Eades, Melody Herrington, Pattie Holly, Kate Smith, Sherri Stephens,

Roll Call, quorum was present

Minutes from February were approved

New Business:

President Jere Morehead:

- Expressed this thanks and appreciation to members of the Staff Council for their service to UGA and to Staff Council. He recognizes the challenge we face and is grateful for our efforts to represent the staff of the institution and appreciates the challenges we face finding the time to do so.
  - He mentioned the Staff Appreciation Week to be held in May (May 11 – 15with Friday being the date of the lunch and party at the intramural field), and that he was asking vice presidents, deans, directors and supervisors to make accommodations to allow attendance.
  - Thanked Michael Lewis for his key role in the efforts to help find a way to express appreciation to the Staff of UGA
- Gave an update on where UGA is and where he hopes to lead it. He presented a proposed budget to the Board of Regents yesterday and reported that it was well received. He also stated that faculty and staff salary increases are his highest priority. Obviously, it's too soon to say what sort of raise pool we'll have, but he has "every hope and expectation" that we will have one.

- In discussing the budget, mentioned that the Governor recommended funding for the completion of the Terry College of Business (2<sup>nd</sup> Phase), development of the Center of Molecular Medicine, and the renovation of the Tifton campus
  - Bills have passed in the House and are now on to the Senate.
- He also disclosed that there is strong MMR (Maintenance & Major Repair) funding in the budget. As the oldest campus with older buildings, we have higher than USG-normal needs for those funds.
- Remarked that the Provost has charged Assoc. Provost & Chief Diversity Officer Michelle Cook to conduct a Campus Climate Survey to identify issues and concerns at UGA, so they can be dealt with proactively.
- Suggested everyone will be glad to hear that there will be no increase in parking fees next year. UGA is also trying to hold down costs for students as much as possible.

In a “Question and Answer” section, President Morehead responded to the following questions:

- In response to a question about salary equity issues for women, the President reported there is presently an initiative in the provost’s office examining gender equity issues, but said he did not know the projected end date for the study.
  - When quizzed on the proposed changes to retirees’ supplemental health insurance, he reported there will be more information forthcoming; they’re trying to communicate with retirees first.
  - When asked about SB152, which reportedly would change TRS from a defined benefits plan to a defined contribution plan (401K), President Morehead replied he was not aware of the bill but will talk to his Government Relations person and report his findings to Staff Council chair Michael Lewis.
- There was also discussion about cost-of-living and merit increases. Pres. Morehead explained that UGA is limited by the BoR to a percentage total set by the system, that there have not been COLA increases for many years, and are very unlikely to ever be, as increases need to be based on performance. Because our employees do perform very meritoriously, that should not be a problem.

#### Committee Reports:

Staff and Needs Concerns: Elmer Gray, no report

Communication Committee: Debi Chandler,

- The Staff Council website is back up and on track. If you would like to have your picture included, please send it to debimorr@uga.edu

Health and Safety Committee: Devin Arnold, no report.

UGARA: no report.

Benefits and Classification: Kristi Wall, no report

Ad Hoc TAP: Andy Davis, no report

University Council Committee Reports:

Executive Committee: Michael Lewis,

For a recap of the report to the University Council, please see Attachment III

Facilities Committee: Mary Moore, No report

Student Affairs Committee: Jennifer Abbott, No report

Human Resources Committee: Brenda Keen,

- The University Council Human Resources Committee is in the process of scheduling a March meeting with Travis Jackson, head of UGA HR's Benefits department, about the proposed change in Medicare-eligible retirees' supplemental health insurance. In early April, it will schedule a meeting with incoming Associate Vice President for Human Resources Juan Jarrett to discuss the parental leave proposal and other issues.

Strategic Planning Committee: Michael Lewis,

- The committee met and was given a dashboard view of how UGA is meeting its goals as outlined in the 2020 Strategic Plan (See Attachment II)
  - Ahead of plan in every metric except salaries
    - Salaries are a top priority
    - House budget does include raises

Libraries Committee: Laura Rhicard, No report

Chair's report:

(See Attachment II)

- Extends a warm welcome to our newest representatives, Rose Tahash (College of Environment & Design) and Mark Robinson, Finance and Administration
- Updated status of the "Staff Appreciation Event"
  - Committee meets every other Thursday
  - Commitments from Campus Transit and Parking to offer special routes and free parking
  - Food vendor has been chosen and marketing materials are being finalized
- The UGA Foundation Board of Trustees met
  - \$5 million gift from Delta Airlines to be used to fund the newly named Delta Hall, UGA's Washington, D.C. facility for students
  - Current level of gifts from alumni and friends is well ahead of expectations

Old Business:

Nominating Committee

- Kelly Cona, Devin Arnold and Kyla Sterling are working on compiling the list of candidates for the Executive Board for next year. Candidates will be presented at the April meeting.
  - Kelly offered handouts which give more information on the responsibilities of each position. (Attachment I)
  - The Nominating Committee will complete the slate and distribute biographies of candidates to each representative before the April meeting.
  - The Nominating Committee will convene again prior to the June meeting to draft a slate of candidates for the three elected officers of the Executive Committee who will be elected at the June meeting for the following fiscal year.

Next Staff Council Executive Committee meeting 3:30, March 28, 2015, Craige Boardroom, Georgia Center

Next Staff Council meeting 2:30, April 1, 2015, MLC 207 with VP of Development and Alumni Affairs Kelly Kerner

Meeting adjourned at 3:43pm.

**Staff Council seats and University Council Committee seats currently open  
(and description as stated in the Staff Council Bylaws)**

*Staff Council open seats*

**Vice Chair**

The Vice Chair will assist the Chair and perform the duties of the Chair in his/her absence. The Vice Chair will serve as a member of the Executive Committee and as UGA's representative to the University System of Georgia Staff Council. The Vice Chair will be elected by and from the Staff Council to a one-year term of office and is eligible for reelection. The Vice Chair will be responsible for performing staff census as required in Section 5.2.1. Vice Chair will monitor UC minutes for staff representative attendance.

**Coordinator**

The Coordinator will be responsible for maintaining records, including meeting attendance; reserving meeting places; announcing meetings via the SC-reps and UGA listservs and the UGA Master Calendar; and distributing information within the Staff Council. The Coordinator will be responsible for the recording and expenditure of such funds as may be allocated for the conduct of council business, and for any financial reports concerning council expenditures. The coordinator will monitor the Staff Council minutes for representatives' attendance and report unexcused absences to their unit.

The Coordinator will be elected by the Staff Council to a one-year term of office. The Coordinator may be any classified employee, as defined in the Policies of the Board of Regents, or other regular non-faculty status employee, and can be recruited from staff campus-wide. If the Coordinator is elected from outside the membership of the Staff Council, he/she will become a voting member-at-large of the council for the duration of his/her term of office. The Coordinator is eligible for reelection to additional terms.

**Recording Secretary**

The Recording Secretary will record minutes at Staff Council meetings and present them for approval. Draft minutes will be sent to representatives via e-mail prior to next regularly scheduled Staff Council meeting. The Recording Secretary may be any classified employee, as defined in the Policies of the Board of Regents, or other regular non-faculty status employee, and can be recruited from the campus-wide staff members. The Recording Secretary will be elected by the Staff Council to a one-year term of office. If the Recording Secretary is elected from outside the membership of the Staff Council, he/she will become a voting member-at-large of the Council for the duration of his/her term of office. The Recording Secretary is eligible for reelection to additional terms.

### ***University Council Committees open seats***

Each UC Committee will review established policies and their administration and will offer such recommendations as it deems necessary. Membership guidelines contained herein refer only to the staff members of the committees; full membership guidelines may be found in the Bylaws of the University Council. Staff members of University Council committees will be elected by the Staff Council with the exception of the Staff Council Chair's ex officio position on the University Council Executive Committee.

#### **Human Resources Committee**

Three staff members will serve staggered terms to review and recommend policies related to faculty and staff benefits, including but not limited to leave programs, retirement programs, health and life insurance programs, emeritus faculty benefits, and other human resource matters; and to review and recommend policies related to gender and equity issues.

#### **Libraries Committee**

One staff member will serve a three-year term as a voting member to consider and recommend to the Council, the Director of Libraries, and the Senior Vice President for Academic Affairs and Provost general policies for the development and utilization of the University libraries.

#### **Faculty/Staff Parking Appeals Committee**

Two staff members, elected by the Staff Council, will serve as voting members of the Faculty/Staff Parking Appeals Committee for two-year terms, beginning in the month of August. The committee will consider all appeals from faculty and staff concerning parking tickets and fines at The University of Georgia. Tie votes by the committee will be regarded as a denial of appeal. The President of the University has delegated authority to this committee to make final institutional decisions on faculty and staff traffic and parking appeals.

**Please consider serving in one of these important roles and contact:**

#### **Nominating Committee Members**

**Devin Arnold** [darnold@uga.edu](mailto:darnold@uga.edu)

**Kelly Cona** [kcona@uga.edu](mailto:kcona@uga.edu)

**Kyla Sterling** [kmsterli@uga.edu](mailto:kmsterli@uga.edu)



Staff Council Chair's Report, March 4, 2015

First, I wish to extend a warm welcome to our newest representatives, Rose Tahash, College of Environment & Design, and Mark Robinson, Finance & Administration.

The Staff Appreciation Event Committee meets every other Thursday, planning and organizing the party. We have commitments from Campus Transit for special routes, Parking Services to arrange for parking in the east deck for people normally using the intramural lots and deck, and free parking for people wanting to drive. The food vendor has been chosen, and design work is being finalized for signage, flyers, etc. There is much work still to be done, and it is happening in an extraordinary spirit of cooperation and helpfulness.

The Strategic Planning Committee met and was given a dashboard view of how UGA is meeting its goals as outlined in the 2020 Strategic Plan. In every metric save one, we are ahead of plan, by at least a little, often a very substantial amount. The sole exception is salaries compared to peers and aspirants, where we are woefully behind, often coming in dead last. As President Morehead and Chancellor Huckaby often proclaim, salary improvements for faculty and staff are the top priority in budget requests. The Board of Regents and the Office of the Governor agree, and the legislature is working on it. The house budget just approved does include raises.

The UGA Foundation Board of Trustees met in Atlanta and Washington for their Winter Committee and General Meetings; as a trustee, I participated. The great news to come out of those is the \$5 million gift from Delta Airlines, used to fund the newly named Delta Hall, UGA's Washington, D.C. facility for students. Also, the current level of gifts from alumni and friends is well ahead of expectations at this point in the year. This may well turn out to be another record fundraising year.

Michael Lewis  
Chair, UGA Staff Council



February 19, 2015

### Staff Council Report to University Council

The Staff Council meets once each month, frequently hosting a guest speaker. This year we have heard from Pam Whitten, open Q&A, Mike Friedline on mentoring students, Tim Chester on information technology, Michelle Garfield Cook & Randolph Carter on institutional diversity, Steve Harris on emergency preparedness, Lance Palmer on tax preparation assistance. Upcoming guests include Jere Morehead, Kelly Kerner, Jimmy Williamson, and Ryan Nesbit, and, although he doesn't yet know it, Juan Jarrett.

We always benefit greatly from these interactions, taking away a clearer picture of the university as a whole, what our accomplishments have been, and getting clear descriptions of where we are going and how we intend to get there. These open and amazingly forthright conversations are invaluable for building connections, quelling rumors, and enhancing commitment. We very much appreciate these visits.

Staff Council has long advocated for the concept of a university-wide staff appreciation event. We presented this to the president last summer. I am extremely pleased to report that he instantly accepted and strongly supported the idea and, as you have already heard, the first annual UGA Staff Appreciation Day will be May 15<sup>th</sup>!

I would like to personally thank Matt Winston and the other members of the Staff Appreciation Event Committee for their ongoing work to make this event a success. When Parking Services answers the question, "Can we let people park for free at the event?" with "Sure, no problem", you know you are well on your way.

I want to particularly thank President Morehead for his effort to express the institution's appreciation for the roles that staff employees play at the University of Georgia. It's a big step in making this great place to work even better.

Michael Lewis  
Chair, Staff Council