April 4, 2018
Miller Learning Center 207
2:30PM

The meeting was called to order at 2:33 pm by Staff Council President, Michael Lewis.

Roll Call

Members in attendance: Ian Armit, Johanna Biang, Kaelin Broaddus, Teresa Cash, Debi Chandler, Kelly Cona, Melanie Crawford (via sub George Veeder), Anjali Dougherty (via sub Lane Johnson), Macie Fouche (via sub Cat Hires), Jami Gilstrap, Elmer Gray, Matt Hammons, Andrew Hanneman, Savannah Hembree, Stefani Hilley, Pattie Holly, Stuart Ivy, Melissa Jackson, Kevin James, Laura Kelley, Kristin Lawrence, Michael Lewis, Brittney MacDonald (via sub Carlo Finlay), Heather Macon (via sub Gaby Rojas), Emma Mattox, Carolyn McNearney (via sub Melanie Peiper), Marie Mize, Mary Moore, Laura Rhicard (via sub Betty Alice Fowler), Jacob Schindler, Kyla Sterling, Joy Strickland (via sub Lauren Blais), Carly Surratt, Beth Woods, Scott Woodward.

Members absent: Christine Ahern, Jason Bedgood, Tyson Browning, Andrew Cropp, Danielle Free, Michele Griffin, Jackie Mitchell, Alec Shepherd, Kassie Suggs, Evelyn Wilhite.

A quorum was present.

Minutes

The March 2018 minutes were approved unanimously.

Staff Council Committee Reports

BENEFITS

Kyla Sterling reported that the committee met and discussed the current issue with health benefits (BCBS vs. Piedmont), and also discussed the need to promote and advertise the changes to TAP benefits (i.e., online classes are now covered under TAP).

George Veeder asked if TAP was at the Staff Resources Fair and if they would have any other informational session. Marie Mize confirmed that TAP was at the SRF and would probably be at the next.
Kristen Lawrence said to email UGATAP to request information. Marie asked if Staff Council should get it on the staff listserv. Michael recommended that Marie send a draft email to TAP first to get their approval.

COMMUNICATIONS
There was no report.

HEALTH AND SAFETY
Debi Chandler said that there was nothing to report, but that repairs are being made across campus.
George Veeder shared that EITS is now adding AEDs to their buildings.

AD HOC POLICY
Laura Kelley said that topic was raised when the Staff Council Executive Committee met with President Morehead in late March, and he appeared to be convinced that this was an urgent issue. President Morehead wanted to meet immediately with the Office of Legal Affairs, and now the task of creating a UGA Policy Unit has been given to UGA HR. Laura and Michael are urgently trying meet with Juan Garrett to discuss all of Laura's research and findings.

Kelly Cona asked Laura if there was a recommendation statement that there be a headcount for a policy unit with people dedicated 24/7. Laura said she hasn't been able to share all are research and findings yet. Michael added that the overwhelming sticking point right now is the lack of a crippling lawsuit against the university for lack of clear policy. It's going to be difficult to staff and fund a dedicated policy unit. Laura shared that as long as the administration is willing to have a conversation with her and Michael, she already has examples of policy units at other institutions.

Before moving onto University Council committee reports, Michael reminded al committee chairs that a written report of the committee's work for the year must be included in the final report due in June.

University Council Committee Reports

FACILITIES
There was no report.

HUMAN RESOURCES
Stuart Ivy reported that the committee met to craft a statement about the BCBS/Piedmont breakdown in contract negotiations. University Council approved and adopted the statement and sent it to the President, who gave it to the Chancellor, who gave it to the Governor.

Michael commented that the statement has done a very good job of spurring the Governor to act on the issue.

Kelly Cona shared that Stuart took the issue to the top of the flagpole. He called for the meeting and made the motion to craft the statement.

LIBRARIES
There was no report.
STRATEGIC PLANNING

Mary Moore said the committee has been meeting monthly, going through each of the strategic directions. They are evaluating the work of last year's committee, determining whether to continue with existing metrics measuring benchmarks or to craft new ones. Their objective is to bring the strategic plan to a close in the next couple of years. The next meeting is in May to review the last direction, and Mary believes a report will be created for academic planning to use.

STUDENT AFFAIRS

There was no report.

PARKING APPEALS

There was no report.

President’s Report

Michael shared that the Staff Council Executive Committee met with President Morehead in late March. The President talked about two things.

First, The Governor and Legislature did not put money in the budget for salary increases for faculty and staff. However, UGA is trying to self-fund small raises.

Second, Michael asked President Morehead if service on Staff Council was considered university business, and should members of staff council be made to take leave to attend meetings. President Morehead responded that in no uncertain terms, the work that staff council does is essential to his work as President, and the work of all classified staff. He believes that leave should not need to be taken in order to attend Staff Council meetings or committee meetings.

Andrew Hanneman asked if there was a policy on that topic. Kelly Cona said that there is, we just can’t find it. Marie confirmed that President Morehead had written that up somewhere. Michael said that there is a letter from a previous President, Charles Knapp, that supports Staff Council involvement. Marie added that President Morehead said he thought he had signed a similar letter. Michael added that the only official documentation he has received on the subject came from Juan Jarrett in HR. The document states that any rep who is salary non-exempt or hourly can put “Miscellaneous Leave” on their timecard for the hours spent doing Staff Council work.

Kyla Sterling reminded Staff Council of the time that President Morehead sent personal letters to the supervisors and deans/department heads of representatives. She asked if he was still doing that. Michael said that those letters only went out once. Michael said he could ask the President to write them again. Kyla noted that those letters reaffirm that he values the work of Staff Council reps.

Beth Woods asked if Staff Council bylaws list or define time expectations in terms of Staff Council meetings, committee meetings, and extra events like the Staff Resources Fair. Time adds up and it would be good to predefine it so supervisors understand. Michael replied that time expectations are not codified in the bylaws to his knowledge. He added that the time commitment is definitely more than a one-hour meeting a month. Beth added that Staff Council should be cognizant of time.

George Veeder asked if service to the university could be put into an HR template, say, everyone is expected to spend 1% of their time in service. Michael felt that 1% was too small a number. Michael said it makes some sense, but he doesn’t want to write policy. Michael added that it’s built into the
culture of academia, especially at a land grant institution where teaching, research, and service are mandated. The service could be to the community, but also to the institution. However, teaching, research, and service apply more to faculty than to staff.

Beth clarified that her point is that Staff Council should help the institution define and quantify its time expectations for staff service, given that many staff are limited to a 40-hour work week. Michael said that in order to do that well we’d need to start keeping records of time spent on Staff Council work for the next three months, and then someone compile the data.

Marie added that it would also be good for everyone in Staff Council. If Staff Council could define what it is required to be a representative, like a job description, then reps could share that with their supervisors. She also said it would also help Staff Council keep track of its accomplishments and achievements.

Michael said he thought this was a good idea and thanked Beth for bringing it up and then charged her as the chair of an ad hoc committee to investigate it. Beth said she would think about it. Michael suggested she develop a survey and send it to the SC Rep listserv.

Guest Alex Hill said she’d make and send out the survey. She works for the Selig Center in the Terry College of Business and she makes surveys as part of her job.

Old Business

Michael said that he was not present in March for the discussion about Gender identities. He said he received an email from the registrar’s office that said current identities are “Male,” Female,” or “Not Defined.” Because the topic was originally brought up by Joy Strickland and she was not present at the meeting it was tabled until the May meeting.

New Business

ELECTIONS

Michael asked about the order of elections. Kelly asked if there was any objection. Stuart Ivy suggested that the uncontested elections be held first for the sake of expediency. Mary Moore pointed out that if a candidate for another office is not elected they may want to self-nominate for another position, including the uncontested offices. Stuart said that was a good idea.

PRESIDENT

There were no self-nominations or nominations from the floor, and Marie Mize was elected by acclamation.

VICE PRESIDENT

There were no self-nominations or nominations from the floor. Debi Chandler, Andrew Hanneman, and Mary Moore gave brief statements about their qualifications and desire to be Vice President. Michael noted that the Vice President represents UGA’s Staff Council at 3 USG meetings and 1 conference each year. Marie Mize thanked all 3 candidates for volunteering. Votes were tallied and Mary Moore was elected.
RECORDING SECRETARY
There were no self-nominations or nominations from the floor, and Kaelin Broaddus was elected by acclamation.

TREASURER
There were no self-nominations or nominations from the floor, and Jake Shindler was elected by acclamation.

COORDINATOR
There were no self-nominations or nominations from the floor. Candidates Kyla Sterling and Scott Woodward gave brief statements about their qualifications and desire to be Coordinator. Votes were tallied and Kyla Sterling was elected.

WEBMASTER
Matt Hammond volunteered to be the webmaster for the Staff Council website.

Adjournment
The formal meeting was adjourned at 3:45 pm by Marie Mize.

The next Staff Council Executive Committee meeting is Tuesday April 24, 2018 at 3:30 pm in the Sanford Board Room at the Georgia Center.

The next Staff Council meeting is 2:30 pm Wednesday, May 9, 2018 in MLC room 350.