

University System of Georgia Staff Council Meeting
September 30, 2015

Representatives in attendance: Albany State University, Bainbridge State College, Clayton State University, Columbus State University, Fort Valley State University, Georgia College & State University, Georgia Gwinnett College, Georgia Institute of Technology, Georgia Southern University, Georgia Southwestern State University, Kennesaw State University, Middle Georgia State College, Savannah State University, University of Georgia, University of North Georgia, University of West Georgia, Valdosta State University

Guests in attendance: Marion Fedrick, Vice Chancellor for Human Resources, University System of Georgia, Dr. Chris Markwood, President, Columbus State University

Amber Dees, Columbus State University, welcomed everyone to the conference. Ms. Dees informed the group about the plans for the day and the travel arrangements for the evening meal at the Coca-Cola Space Center.

Dr. Chris Markwood welcomed the group to Columbus State University. Dr. Markwood told the attendees that they were “extremely important to the operation and mission of every campus represented here and to the broader mission of higher education in this state.” He also said that “our students are nurtured by you. Our students are embraced and mentored by you. And so I hope in your discussions in your professional development and in your networking you build each other up and support each other in the very important work that you do for our students in the state of Georgia.”

Tim Aldridge welcomed the group to the conference. He quoted Robert Greenleaf, author of *The Servant as a Leader*. “The difference manifests itself in the care taken by the servant—first to make sure that other people’s highest priority needs are being served.” Mr. Aldridge stated that “it is my goal that the USG Staff Council stays focused on our top four concerns for our stas

Mr. Aldridge asked for approval of minutes. Minutes were approved.

PR Committee Report: Ms.

(Concern #2) Staff Development. Continuing education is extremely important. It is the process of improving and educating the staff through training opportunities. These training opportunities can happen within or external to the institution. It helps both morale and efficiency of the staff member. (Example: The University of North Georgia has a model where the president budgets \$25,000.00 a year for approximately 1,000 staff to use for staff development. The UNG Staff Council oversees this budget and accepts/denies applications for the use of these funds.)

Ms. Brannon stated that she had recently been in a meeting with the President of University of West Georgia. The president gave a report of a recent budget meeting where a 2-3% across the board increase was discussed. This was encouraging.

Mr. Aldridge called for discussion on Concern #2.

Mr. Aldridge discussed the need for staff development and encouraged the representatives to take advantage of training & development opportunities offered at their institutions. He discussed how the program works at UNG and shared that the University of North Georgia has a budget of \$25,000 that is used for staff development. The Executive Committee of the USG

that we are going to be able to do to help change our healthcare cost. VC Fedrick stated that at the upcoming Presidents' retreat, she will ask the Presidents to help support wellness initiatives.

Question: (Tim Aldridge) Do you anticipate from that meeting that we may see a wellness program next year?

Answer: (VC Fedrick) Yes.

VC Fedrick discussed some incentives and options that are being discussed concerning a wellness program, including how to reward healthy behaviors. She also asked representatives to share any ideas they had and discussed using the Staff Council to promote the wellness initiatives.

Mr. Aldridge brought the conversation back to Concern #1, Staff Pay, because discussion had taken place before VC Fedrick arrived at conference.

VC Fedrick stated the budget was presented at a recent Board of Regents meeting. A 1% increase translates into approximately 20 million dollars, and

does their own salary surveys. Here's the dilemma with that: we can do those surveys all day long, but if we don't have the money it doesn't make a difference. But we do the surveys, and that's how we develop the case for how much we're going to ask for from the legislators.

Question: Where would we go to see that?

Answer (VC Fedrick) We don't post it, but I could give a copy to Tim. And those surveys come out every year.

Question: While we are talking about salaries, have you run into a situation where you are already working at an institution, you are applying for a job for the next level up at the same institution, and you are told there's a 15% cap and you can't have the salary that is quoted for the job? You can only have an increase of 15% over what you currently make?

VC Fedrick – So what I'm going to say is that should be a policy. It has the effect of a policy and that actually is a standard practice. Normally it's 10%, it's not 15. An increase of 10% or the minimum of the new job rate, that's typical. The policy is okay. If bringing in people from the outside causes an inequity issue, then they're going to have to fix that.

Mr. Aldridge discussed an incorrect statement made during the discussion of Concern #2. He