

USG Staff Council Meeting Minutes

October 11, 2019

- I. Call to Order/Welcome- 9:55am
- II. Approval of Minutes

\$4,999.47 budget
- IV. Chair Report
 - a. USG Wellbeing on campuses engagement rates
 - i. For those that are serving dual roles, be sure to talk about being in staff council meetings: how to earn credit, go to site, assessment, etc.
 - ii. Q: Staff has concerns about completing surveys and confidentiality.
A: USG uses a 3rd party vendor and we don't see data, only percentages.
 - iii. Q: What if info is hacked?
A: Dr. Hicks says we do have security measurements to ensure their information doesn't get out there but they'll be sure to put it forefront for future information.
 - b. USGSC Executive Board Email
 - i. Efforts to create a generic staff council email address at each institution for continuity purposes. If you haven't already, please send a message to the USG Staff Council has created one and it only goes to executive leadership, Brita Hicks and admin. The email address is USGstaffcouncil@usg.edu
 - c. Chair-Elect Vacant
 - i. The chair-elect is no longer able to serve. Bylaws state that chair can appoint someone in that role.
 - ii. Two people have expressed interest so Lashica will reach out directly to them. If you have any interest, please let Lashica know by 5pm today to have elected by end of next week.
- V. Old Business
 - a. List of concerns for the system
 - i. Top 5 voted on
 - Moved to consolidate some of the items
 - Well-being flex policy + increasing wellness cost
 - TAP benefits for dependents USG/TCSG partnership Executive Total Cost programs funded
 - Top 5 and the leads who will take them on:
 - (1) Well-being items – Lead: Valdosta
 - (2) TAP changes- Lead: Georgia Southern
 - (3) Benefits Changes – Lead: Columbus State
 - (4) Professional Development/Career Pathing – Lead: GT/GGC
 - (5) Bereavement Leave – Lead: Georgia State
 - ii. Next steps: We'll be able to form small work teams to do more research on each

recommendations to impact change. We'll work with USG and Dicks to get guidance and understand possibilities.

iii. Executive leadership will create a template for teams to use

iv. Timeline: By November 11, send information gathered to USG staff Council email. Executive leadership will send template and email names by Monday.

b. USGSC website and bylaws update

i. Working with USG to update website

ii. Need to form a subcommittee for bylaw updates. See Jasper if interested.

c. Regional Forums part of USG 2019 Strategic Plan Feedback from Angela Bell

i. Executive Leadership also met with Angela Bell they are finished meeting and feedback link is now closed.

ii. Requested that we see the report prior to distribution

iii. Sabra Blackwell from Georgia State gave an update on the meeting held at Georgia State

VI. New Business

a. Future USGSC conference suggestions

i. Lashica created an online request to host for future conferences. Would like to have a minimum two years out at all times.

ii. Comment: Ensure that it moves around the state to add parameters.

iii. Augusta University would like to host 2022.

iv. Q: Would those who haven't hosted have priority over those who have hosted?

A: We will add that to the parameters

v. GGC thinks they are 2022.

vi. There will be a post host committee formed along with resources. Would like a conference report after each conference to pass along to future hosters.

b. USG Staff Council strategic plan discussion

i. Voting on one short term goal

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