Georgia State University
Staff Council

Annual Report 2016-17
MESSAGE FROM THE CHAIR

Building Community Through Service

It has truly been an honor and privilege to serve as the Staff Council Chair for 2016-17. When I joined the Staff Council I never imagined that I would have the opportunity to serve the staff of Georgia State University in this tremendous capacity.

This year we enthusiastically embraced our new family from Perimeter College and tackled our challenges with tenacity and goodwill. Our positivity and spirit of community have enabled us to continue accomplishing many things of which we can celebrate. I am especially proud of the hard work and dedication to the university that the Staff Council has shown through its tireless advocacy for staff in implementing our goals for the year.

As the face and frontline of Georgia State, we have continued to build community knowing that our staff are worth the investment because when staff succeeds, students succeed and the university thrives. A public thank you to the 2016-2017 Staff Council members for their service.

I look forward to seeing the results of what the Staff Council will achieve in the coming year.

Go Panthers!

MISSION

The Staff Council is dedicated to providing service and fostering effective communication within the university community to make Georgia State University the best possible place to work. Staff Council works to facilitate communication of staff issues among all sectors of the university, and advises the university president and other campus administrators on other matters that have a major effect on staff. Staff Council plays an important role in shaping the policies and procedures of the university as they relate to staff.

INTRODUCTION

Georgia State University’s Staff Council increased in size in 2016 as it welcomed new colleagues and council representatives from Perimeter College as part of the two institutions’ consolidation. The addition of the Perimeter College staff members added new opportunities, as well as new challenges to meet the needs of the university’s staff members now working at multiple sites.

To address those increased challenges and opportunities, the Staff Council established five goals for 2016-17 and implemented the following accomplishments and activities to achieve those goals.

GOALS

1. Introduce staff to the consolidated Georgia State University
   a. Identify departments and resources
   b. Determine how consolidation impacts the interworking relationships of Staff Council committees

   ACTIONS TAKEN

   • March 23 – The Staff Council held its first post-consolidation meeting that included the Staff Council representatives from Perimeter College. Staff senators were vetted and elected to represent the staff on the University Senate. Those staff senators also serve on the Staff Council to provide reports from the Senate.
   • April 20 – Dr. Peter Lyons, Vice Provost and Dean of Perimeter College, presented The Consolidation Story to the Staff Council.
   • May 19 – Staff Council Retreat. The Council received presentations of Who is Georgia State? from Mary McLaughlin, GSU Office of Institutional Effectiveness and Who is Georgia Perimeter College? from Fran Mohr, Perimeter College Director of Customer Service. The latter slideshow with audio narration was included in the Staff Council newsletter.
   • August 17 – Staff Council Representative, Janice Byrd, provided her perspective and experience with the consolidation. Janice’s Byrd’s Eye View of Consolidation prompted a rich discussion about the challenges, opportunities and need for sensitivity for the institution’s employees.
• November 16 – Cheryl Johnson Ransaw, Director of Employee Development and Wellness Services; David Talley, Wellness Program Administrator and Tony Price, Health and Wellness Coordinator shared the numerous services and activities available from their department including walking paths available at all campuses, First Thursdays (collaborative events with the Nursing Department) and Fun Fitness Fridays.

• January 18 – Mr. Russell Seagren, Director of Facilities Planning, provided an update of the Kell Hall demolition project needed to make space for the creation of the Greenway and the impact of the City of Atlanta and Department of Transportation’s planned replacement of the Courtland Bridge that passes through Georgia State University’s Atlanta Campus.

• The Sustainability Committee has worked with the Office of Sustainability to promote Green Office Certification.

• February 15 – Mr. John Duffield, Director of Assessment and Review for the Office of Institutional Effectiveness, provided an overview of the upcoming QEP (Quality Enhancement Plan) process and ways members of the Staff Council can participate and support the process.

• The Administrative Committee updated the bylaws to reflect the additional staff council representatives and staff senators due to the consolidation; and updated the bylaws to specify that full-time employees qualify for membership on the Council.

• The Council approved the use of electronic voting and participation to accommodate representatives on various campuses and to facilitate business of the Council.

**Provide orientation/education about Staff Council**

a. Describe the Council structure and positions

b. Define Council committees and responsibilities

**ACTIONS TAKEN**

• A Staff Council orientation and training session was created and presented to the Council at its August 17 meeting. The training will be used in upcoming years to educate new staff council representatives and senators.

• A Staff Council orientation checklist was also created to assist with planning for future orientations.

• Created a calendar of Staff Council monthly events and activities to be use for communication and planning.

• Expanded the Staff Council membership roster to include titles, units and subunits to facilitate communication and readily identify available resources.

**Increase resources for Staff Council**

a. Provide scholarships

b. Present training and development

**ACTIONS TAKEN**

• May 19 – The Staff Council held a planning and team building retreat at the Indian Creek Lodge.

• June 15 – Phil Ventimiglia, Chief Innovation Officer, Instructional Innovation and Technology, presented *The Digital University* that provided an overview of new technological tools and capabilities at Georgia State. He also announced the new Staff Innovation Program.

• July 20 – Chris Connelly and Kevin Kelley with PawPrints introduced the expanded services available to Georgia State employees and students after the consolidation with Georgia Perimeter College. The new services include the ability to provide all services internally eliminating the need for extensive outsourcing, the opportunity to use PawPrints for personal use beginning fall 2016 and the capability to pay via internal Speedtype or P-card. Jeff Steely, Dean of University Libraries shared the goals, numerous services and updates at the university’s libraries. These updates include increase security measures from additional security cameras to fingerprint readers.

• October 6 and 7 – Staff Council members attended the Staff Council Conference hosted at Kennesaw State University. The Council covered conference fees for the Board of Directors plus five other Council members.

• Identified Perimeter College Staff Senate Funds for transferring to Georgia State Staff Council.

**Council Members attended Staff Council Conference at Kennesaw State University (L to R) - Kenya King (Staff Council Chair), Korita Slaton (Community Relations Chair), Eric Aguiar (Police District), Charmaine Daniels (President/Provost District), Marolyn "Lucy" Gentles (Campus Sustainability Chair), Charles Featherstone (Facilities Plant District), Kashira Baker (Staff Recognition Chair), Anna Moore-Johnson (Committees Director), Sonda Abernathy (Staff Council Chair-Elect)**
The online tool Ask the Staff Council continued to provide feedback and information resources for all employees of Georgia State University. The tool was used to address dozens of inquiries during 2016-17.

The Council received "Project Management for the Non-Project Manager" training at the annual retreat from staff expert Janice Maxwell, Interim Director, Instructional Innovation and Technology Operations.

The Staff Council website featured the following Staff Spotlights of Georgia State employees:

Brittany Garner, Social Media Coordinator, Office of Undergraduate Admission/Public Relations-Marketing
Dionne Cowan, Associate Director of the Principals Center
Kenya King, Public Relations, Instructional Innovation and Technology
Laquidria Lowe, Administrative Coordinator, Neuroscience Institute

ACTIONS TAKEN

• Introduced the use of WebEx and Livestream for all Staff Council meetings to accommodate and include the representatives from the various campuses.
• Co-hosted the Employee Benefits Fairs held on November 4 on the Decatur Campus and November 7 held on the Atlanta Campus.
• Co-hosted January 2017 Money Mondays webinar on Retirement Income Strategies with the University System of Georgia and GSU’s Employee Development and Wellness Services.
• Encouraged identifying Staff Council and Staff Senate membership and office in default email signature.
• Drafted Staff Council email signature options.
• Established YouTube and MailChimp accounts to facilitate communications and marketing.
• Published two Staff Council newsletters.
• Created the Staff Council Member of the Year and Outstanding Council Member Awards.

LOOKING AHEAD

• The Staff Council will host the administration of a staff climate survey in Summer 2017.
• The Staff Recognition and the Staff Development and Advancement Committees plan to combine. The new committee will actively promote the Chancellor’s Annual Service Excellence Awards and assist Fran Mohr who is the Service Excellence Ambassador and Chancellor’s awards liaison for Georgia State University.
• The Council is exploring a Council-sponsored showcase of staff improvements to which the president and provosts would be invited. The would provide an opportunity for staff recognition outside of the awards ceremonies.
• A campaign will be launched to promote WebEx or Livestream attendance of more staff within the university community to Staff Council meetings.
• The Council plans to create a "Friends of Staff Council" category for staff who wish to be involved in Staff Council activities, but are not current members.
• The Executive and Communication Committees will send a Campus Broadcast announcing the Staff Council for 2017-2018 plus the schedule of meetings and a link the website.
• Research was completed on submitting an amendment request to the Board of Regents concerning annual/leave and short-term/long-term disability policy by the Council Chair. A proposal is being sent to the new Executive Committee for review and consideration.

Increase visibility of Staff Council

a. Create and utilize Staff Council branding (e.g., events on various campuses and email signature)

BUILD COMMUNITY

• Provide educational experiences
• Utilize staff as experts for training and mentoring

ACTIONS TAKEN

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**STAFF COUNCIL COMMITTEES**

**Administrative:** The committee coordinates all nominations and elections procedures as set forth in Article III, Section 2 of the bylaws. The committee accepts proposed changes to the bylaws, studies the proposals, and prepares a recommendation to the council in accordance with Article X and XII of the bylaws. The committee serves as a resource for Council committees and members involved in the development of formal policies and administrative statements.

**Campus Sustainability:** The committee strives to enhance the quality of life on campus for Georgia State employees and students by focusing on the university’s impact on the local and global environment.

**Communication:** The committee promotes the activities of the Council and its standing committees.

**Community Relations:** The committee plans, organizes, and executes Council participation in various university and Council events and programs, and works to engage the council and university staff in community-service efforts of the university.

**Executive:** The committee considers all matters presented to it by the Board of Officers, the University President or designee, the Council, standing committee chairs, staff senators or others.

**Staff Development and Advancement:** The committee promotes training and advancement programs and other opportunities for professional and personal development.

**Staff Recognition:** The committee investigates formal and informal means of recognizing the achievements of staff members.

**Work-life:** The committee seeks to enhance the quality of work life for university employees.

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**Staff participated in teambuilding exercises at the Staff Council retreat in May (L to R) - Valerie Woods (Facilities - Plant), Kizzy Williams (Staff Council Human Resources Liaison), Shelly-Ann Williams (Arts and Sciences), Samantha Ariday Walkes (Perimeter College), Leah Seupersad (Staff Council Public Relations and Marketing Communications Liaison)**

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**MEMBER RECOGNITIONS**

**Member of the Year**

Congratulations to our 2017 Member of Year Fran Mohr, Staff Relations Director and District Representative for Perimeter College. At Perimeter College, she is the Director of Administrative and Customer Services.

**Outstanding Council Member**

Congratulations to our 2017 Outstanding Council Member, Janice Byrd, Administrative Committee Chair and District Representative for Perimeter College. Currently she is a Research Analyst in the Office of Institutional Research.
STAFF COUNCIL MEMBERS AND STAFF SENATORS

Sonda Abernathy
Eric Aguiar
Chris Almond
Menetha Alston
Amber Amari
Ashley Apollon
Jennifer Asman
Alfred Austin
Kashira Baker
Latisha Barnes
Uzma Bhatti
Colleen Blanchard
Kimberly Bauer
Boyd Beckwith
David Brown
D. Anthony Bush
Janice Byrd
Cynthia Wilson Cain
Michael Carter
Zduy Chu
Danielle Churchill
Wayne Clanton
Jeffrey Coleman
Constance Collier-Mercado
Cheryl Copeland
Emily Cowdrick
Angela Crowder
Charmaine Daniels
Tonia Davis
Shernai Dodson
Quen’naldria Drake
Kike EhigATOR
Mark Eister
Jacob English
Charles Featherstone
Joe Fernandez
Cynthia Gay
Marolyn Gentles
Harley Granville
Denita Hampton
Jodie Harper
Mark Harper
Erica Hart Harris
Yvette Hilaire
Tammy Honoré
Gregory Howell
Kenya King
Shea Johnson
William Jones
Colleen Joyce
Will Kerr
Bonita King
Erik Laufer
Justin Lilly
Lashonda Linton
Madara McCorkle
Jerria McCoy
Mary McLaughlin
John Medlock
Frances Mohr
Rene Monda
Anna Moore-Johnson
Carmen Newton
Lannda Oden
Lisa Page
Ann Pavlik
Lori Payne
Rodney Pegues
Adelaide Richardson
Denise Rixter
Christopher Robertson
Martin Ross
Russell Seagren
Lois Shelton
Jamar Simmons
Korita Slaton
Keith Sumas
James Taylor
Jowanna Tillman
Michell Temple
Yolanda Travis
Ariday Walkes
Teresa Ward
Charlene Watkins
Anita Webb
Shelly-Ann Williams
Tamar Wilkins
Heath Wood
Valerie Woods
Esther Yi

We remember Ms. Rejer Finklin, Staff Council Member and Staff Senator who we lost this past year.

Website: staffcouncil.gsu.edu
Ask the Staff Council: staffcouncil.gsu.edu/about-us/ask-the-staff-council
STAFF COUNCIL STRUCTURE

BOARD OF OFFICERS

EXECUTIVE COMMITTEE

Chair
Vice-Chair
Chair-Elect
Committees Director
Staff Relations Director

Staff Recognition
Staff Development & Advancement
Work Life
Administrative
Campus Sustainability
Community Relations
Communication

Staff Senators

*The Executive Committee includes the chairpersons of each committee plus all board of officers and all staff senators.

STAFF COUNCIL BY THE NUMBERS

79 STAFF COUNCIL MEMBERS
15 STAFF SENATORS
8 STANDING COMMITTEES
STAFF COUNCIL

Sonda Abernathy  Eric Aguiar  Christopher Almond  Ashley Apollon  Kashira Baker  Latisha Barnes  Kim Bauer  Boyd Beckwith
Janice Byrd  D. Anthony Bush  Michael Carter  Constance Collier-Mercado  Cheryl Copeland  Wayne Clanton  Emily Cowdrick  Angela Crowder
Jennifer Duckworth  Mark Eister  Denise Rixter  Charles Featherstone  Marolyn Gentles  Jodie Harper  Yvette Hilaire  Greg Howell
Will Kerr  Kenya King  Fran Mohr  Anna Moore-Johnson  Carmen Newton  Russ Seagren  Jamar Simmons  Keith Sumas
Jowanna Tillman  Teresa Ward  Heath Wood  Valerie Woods  Harley Granville

Photo unavailable for members not shown.

BOARD OFFICERS

Kenya King  Chair
Teresa Ward  Vice Chair
Sonda Abernathy  Chair-Elect
Anna Moore-Johnson  Committees Director
Fran Mohr  Staff Relations Director

Special Thanks
to Fran Mohr, Staff Relations Director, for production support on the annual report.

Also Special Thanks to:
Mary Nell Stone, Staff Council Administrator