

Members in Attendance: Christopher Almond, Menetha Alston, Jennifer Asman, Latisha Barnes, Boyd Beckwith, Shantay Bennett, David Brown, Kevin Chappell, Danielle Churchill, Wayne Clanton, Jeffrey Coleman, Alvin Cooley, Cheryl Copeland, Angela Crowder, Kendra Denmark, Cynthia Edwards, Kike Ehigiator, Jacob English, Charles Featherstone, Charles Gilbreath, Laurene Hamilton, Lindsey Hornsby, Adila Hossain, Gregory Howell, Kenya Johnson, Colleen Joyce, Michelle Lacoss, Erik Lauffer, Lashonda Linton, Jerria McCoy, Carmen Newton, Andria Reddick, Keith Sumas, Michell Temple, Jowanna Tillman, Tawanna Tookes, Dominique Waller, Emily Williams, Shelly-Ann Williams, Esther Yi.

Excused: Sonda Abernathy, Shealyn Allman, Regina Anderson, Kimberly Bauer, Colleen Blanchard, Zduy Chu, Tonia Davis, Quen'aldria Drake, Corey Givens, Harley Granville, John Medlock, Lisa Page, Yolanda Travis, Cynthia Wilson.

Absent: Amber Amari, Vennie Davidson, Lareecia Mance, Patricia Nolde, Stephen Rosner, Korita Slaton, Salazec Spratling, Anita Webb, Valerie Woods.

Guest: Lauren St. Clair

1. Meeting called to order at 3:00 p.m.
2. Announcements – Charles Gilbreath, Chair, Staff Council and Director, Office of Institutional Research and Chief Data Officer:
 - Charles Gilbreath addressed the committee with the announcement that this will be short since no committees have been assigned yet. Mr. Gilbreath asked all members to sign-up for committees by Friday, April 17th through the Wufoo form emailed to them Tuesday (the 14th). He remarked that most of the work done on SC is through the committees and expressed his delight if more members would please consider to opt-in as chair. Sign up for committees should be done by Friday, April 17th and all will be notified next week about assignments. The plan is to have members and chairs assigned to all committees before the retreat so the retreat can be a real working session.
 - Discussion that part of our goal this year is to put committees in touch with other offices on campus. One example of this is with the upcoming Knowledge Sharing Day being held on April 23rd. Patsi Turner, Office of Org Design and Consulting Services, has contacted everyone who received funding from the Staff Training &

Development fund in 2014. Part of the terms of receiving funding included a report back to the GSU community with outcomes from the development, which will be managed through the Knowledge Sharing Day . The format will be informal and includes a number of tables where each person who received funding will sit to talk to event attendees about the outcome of receiving funding. This is a way of fostering mentorship and a network whereby staff work together to help each other.

- Service Recognition Day on May 4th
- Update on the Consolidation Process: We are working with our colleagues to establish a single SC. GPC has a Senate, but we will create a single SC with the plan to adopt some of their by-laws and positions where it seems best.
- Staff Council Retreat is coming up. The plan is the low-ropes at the Indian Creek Lodge. Executive Committee will meet after this meeting to finalize the dates and communicate back to the SC. A review of the SC milestones presentation usually done at the retreat, but we are going to do that today in advance so we can use the retreat as a working session. We are asking Charlie Cobb to provide guidance with team-building skills.
- Staff Council Timeline of Achievements:
 - We started in 1989. As originally created, SC was an instrument of the administration where Deans/Administrators selected those to serve on SC. It was not a representative SC until 1991 under acting president Sherman Day. Elections/by-laws established.
 - GSU SC joined USGSC in 1994 as a charter member. This is where we receive important early warnings about large changes coming through the system.
 - 1995: SC interacted with the various offices on campus
 - 1996-97: Tuition remission program established. The Dept. of Transportation raised a large objection to this program though the BOR approved – they were concerned a state resource was being given away free. It took two years to process, meaning we have a very well educated staff.

- Staff Scholarships established in 1997 out of the Foundation to help pay for students who didn't attend a USG school. This pays for books/tuition, but has dropped off in funding in the recent years.
- 2003: online staff council elections
- 2004: Annual Council Retreat funded by the President's office from foundation funds. This helps us get off campus, away from email and phone calls to foster a relationship with fellow SC members.
- 2004: Staff on University Senate – intensive lobbying effort added 10 seats to Senate. Senators are elected from university-wide pool by Staff Council. We are going to try to increase the number of Staff members on Senate. We need more representation, especially with GPC merger.
- 2004-5: Donated Leave Program established to assist staff in need.
- 2008: Staff Retention Task Force: In an effort to prevent staff from being poached- university's recognition of this
- 2008: New Council Website
- 2010: Administrative Reviews
- 2011: Staff Survey – this survey was developed to understand attrition rates of senior staff. John Medlock and Teresa Ward worked on survey as a strong instrument. Dr. Becker was pleasantly surprised by the process and outcome of this survey. There is a link to the findings on the SC website. As a result, we received \$75K in staff training & development funds based on the survey results that staff did not feel they had opportunities for training or specific development. We will be holding the survey in summer 2015 and include GPC staff in the survey as well.
- 2012: Staff Council Blog for disseminating information
- 2013-15: Access to data for greater control over election process
- 2015: Staff Development Fund established – a reminder of the announcement of Knowledge Sharing Day. Those who received the funding should plan to contribute to this event. You should have been contacted by

Patsi Turner so please respond to fulfill your obligation of sharing your knowledge.

- 2015-16: Consolidation with GPC – We are concerned with drafting the new document to incorporate the two SC/GPC committees to determine eligibility (will part-time staff be included?)
 - GPC included in staff climate survey
 - GPC leadership will be invited to retreat
 - 2015-16: Your contributions. The purpose of SC is to see that staff has a voice. Staff survey found that ¾ of GSU staff reported a lack of mentorship. SC is your opportunity to receive and be a mentor. We need to work with GPC and all new employees to help them learn the ropes. SC enables direct access to higher administrators. This is a way you can form or become part of a network and to help influence the course of the university.
 - We have a number of tools to assist with this. Where we have been and where we are going:
 1. Committee structure
 2. Basecamp – we will review at retreat and each committee will have a page
 3. Recognition/representation – integration into the administration of the university.
 4. Please sign-up for committees.
 - We don't have committee reports yet, but we will with the retreat.
3. Staff Council Committee update:
- a. Nothing to report until after Retreat
4. Senate Committee updates:
- Admissions/Standards: Did not meet
 - Admin Council: Did not meet
 - Athletics: Did not meet
 - Initial Senate meeting is 4/16
 - Budget – nothing

- CPSAC did not meet
- Commencement – did not meet
- Cultural diversity – did not meet
- FACP {Fiscal Advisory Committee to President}- BOR met and we did not get our budget cut because of our increase in enrollment. Lots of other schools with dips in enrollment lost money. Tuition increases approved – most had a 2.5% increase approved; we requested and were approved for a 5.5% increase. UGA/GTECH received a 9% increase. Part of that money is going to be used for raises. We are scheduled to receive raises. There will be a merit pool for 3% raises [2% from university/1% from college budget]. UGA/GTECH have discussed 5% raises for their staff, funded all by tuition increases. ½ % for compression across the board and for counter-offers. Most comes from the GSU budget; the state funded a raise of 0.6%. The 3% is GSU administration. April BOR meeting is when these decisions are made.
- P&D meets next Monday.