Staff Development & Recognition Committee
Thursday, November 12, 2020 | 2:00 p.m. – 3:15 p.m.
Virtual Only | WebEx

MEETING MINUTES

Invited Members: Asia Lian Rivers; Charles Featherstone; Courtney Hill; Ernest Duncan; Jesse E Wheat; Kenya A. Walker; Naseer Dhaamin; Sarayfah Yaharah Bolling; Shaila J Philpot; Tracy Cyrena Mitchell; Widalys Santiago Sosa; Derrick Chisolm

In Attendance: Charles Featherstone; Widalys Santiago Sosa; Derrick Chisolm; Shaila J Philpot, Courtney Hill; Teri Lewis.

I. Welcome
   a. Meeting called to order by Chairperson Derrick Chisolm at 2:06 pm.

II. Approval of Last month’s Minutes
   a. Motion to approve minutes– motion seconded by Courtney/Charles

III. Updates / Old Business-Revisited SDnR Initiatives
   a. Diversity Database-Staff Council update. New database established to drive diversity initiatives across GSU departments/
   b. HR Collaboration/Synergy plan (Proposed in last meeting): Nicky Marshall/Jim Lee/Teri Lewis at HR. T. Lewis joined today’s meeting to discuss Reward/Recognition program.
      • Provide list of all college rewards-Courtney meeting with Linda Nelson regarding list various awards offered throughout University
   c. Proposed Staff Council Budget
   d. Staff Scholarship Program-Courtney Hill/Shaila Philpot
      • University Foundation: Current balance $630
      • How do we fund this?
         1. History: Small gifts from employees, executive-level contributions
         2. Stagnant funding: How do we get it back on track?
         3. Sustainability: Keep an eye out and assign responsibility of fund to ensure it is continued over the years
         4. Past Recipients: Have received up to $400 for student fees, books, tuition, direct educational programs, etc.
      • Application/Ranking Criteria of candidates:
         1. Open to amendments
         2. Can this be extended to employees in certificate-based programs?
         3. What about employees who are in programs outside of USG/GSU?
         4. What is the reasoning for such restrictions, and could these restrictions be amended? Possibly because GSU Foundation is funding this initiative?
      • Linda Nelson: Is L. Nelson the point-person?
1. Teri Lewis will do a budget inquiry and follow-up to determine who may be the point-person so that we may renew scholarship program

IV. New Business
   a. Staff Recognition/Rewards
      • Teri Lewis HR Presentation:
      • History:
        1. First project received: Started at Finance/Administration-No one else included
        2. Linda King wanted to expand institution-wide
        3. President: Service Milestone (April)-Recognized/Reward staff beyond F/A
      • Development/Implementation 2019
        1. Departmental recognition
        2. Divisional Recognition
        3. Budget Constraints/Financial Rewards & Ceremonies
      • 2020 Board of Regents Required Reward/Recognition Program
        1. How can we implement this? What are the guidelines
        2. Swag is limited
        3. Meeting/Presentation with Monica Javia-will follow-up about how to administer
        4. Talk to Provost regarding planning
      • Annual Employee Appreciation Day-May
        1. Staff-Forced
      • Employee of the Quarter
        1. Award/Newsletter shout-out

V. Action Items-
   a. Scholarship Program Renewal/Point-Person
      • Teri Lewis will do a budget inquiry and follow-up to determine who may be the point-person so that we may renew scholarship program
   b. Review Derrick’s website additions (Diversity/Equity)
   c. Request website link from HR that may contains a list of different Faculty/Staff scholarships/rewards
   d. Retreat:
      • Committee Themes:
        1. Superheroes? Dress up as your favorite superhero!
           a. Power Rangers
           b. Power Puff
           c. Ninja Turtles
        2. The Office
      • Create WebEx background (Derrick will create)-
        1. Theme will be superheroes on the beach

VI. Next Meeting – 12/10/2020 at 2:00 p.m.

VII. Adjourn
Meetling ended @ approximately 3: 23 PM