

University of Georgia – Division of External Affairs

Staff Representative Group Meeting

Location: 394 Milledge Center Conference Room

Date: May 10, 2012

Members Present:

Marcus Jennings
Christine Jepsen
Laura Bray
Brenda Bryant
Greg Harmelink
Aldon Knight
Andrea Parris
Sandy Ledford
Ginny Ingels
Aldon Knight
Laura Ledgerwood
Terri Franks
April King
Lee Snelling
Stephanie Schupska
Andrew Crain

Meeting was called to order by Marcus Jennings, Chair.

Minutes approved from last meeting on April 12, 2012.

Welcome/Opening Remarks:

1. Year in Review – SRG accomplished a great deal in the past year.
 - a. The Gator-Hater Breakfast was a success with a large attendance, great food, and a wonderful assortment of door prizes.
 - b. The group worked together and launched the first Staff Newsletter for the External Affairs Division.
 - c. During the year, there was discussion about creating a website. The SRG team was fortunate enough to have someone with an IT background and so the website came to life. It is currently under construction but will be a great asset when completed.
 - d. There were several issues discussed and debated upon one being a topic about boosting staff recognition and employee morale.
2. Introduction of new replacement representatives.
 - a. Andrew Crain from Career Services will be replacing Laura Ledgerwood
 - b. Stephanie Schupska from Public Affairs will be replacing Christine Jepsen
 - c. Lee Snelling from the Odum School of Ecology will be replacing Aldon Knight.

Chairperson's Report:

1. Staff Council Update with Vice Chair

Staff Council met in April and the following items were discussed:

a. The President's Report included the following:

- i. The Engineering School passed through the University Council without discussion.
- ii. UGA is searching for a new Equal Opportunity Office Director; SC President, Jerry Daniel is serving on this search committee.
- iii. University Council's Human Resources Committee met and discussed the recent number of healthcare providers who have dropped or waived on their in-network status. They are trying to determine the reasoning for this.
- iv. SC member, Brenda Keen, announced the circulation of a memo regarding action on salary compression. This memo was circulated among administrators.
 - o The memo detailed a tiered salary increase for individuals making less than \$40K a year
 - o The memo stated the minimum hiring rate will be raised to \$22K per year
 - o The increases should go into effect at the beginning of FY13.
- v. There was discussion among SRG reps as to why only the top tier employees and lower tier employees were being provided salary increases and those in between were not.
- vi. The question was asked if this salary increase is definite for each employee in this salary range or if the employee's job performance would be considered. The memo does state this increase is at each department's discretion.

Old Business:

2. SRG Rep Turnover

- a. It was announced that Susan Spradley will no longer be a representative due to a family emergency. The SRG team greatly appreciates all the work she has done for the group.
 - Due to over-representation, Susan's position will not be replaced.
- b. A resolution to the apportionment issues was brought forth and explained. There was agreement with motion to approve and 2nd to approve.
- c. Confirmation was made on the reps who will be renewing their term for an additional 2 years:
 - Marcus Jennings – Alumni Relations
 - April King – Special Events/Government Relations
 - Laura Bray – Office of Development/ Administration/Central Dev.

- Greg Harmelink will not be renewing his term. It was agreed that Brenda Bryant will be taking over Greg's areas as they are all areas of Advancement Services.
- d. There was a brief discussion about having a central individual (possibly Teresa Guthrie) compile and distribute an email to the entire EA division before each SRG meeting to let them know of the next meeting and they may contact their rep with any issues. The group all agreed this was a great idea. This topic will be discussed in more depth at the June meeting.
- e. The topic of adding an additional SRG member to assist with representation for Broadcast, Video, Photography, TV and Radio, and the Visitors Center was discussed. SRG felt it was necessary to boost representation for this area due to the fact that these departments are widely spread throughout campus and the challenges of servicing such a group. Outgoing Vice Chair, Christine Jepsen offered to research candidates over the next month and report back to the Chair.

New Business:

3. Election of SRG Officers for the 2012-2013 calendar year

- a. Marcus Jennings elected to continue on as Chair and there was a motion to approve with second motion.
- b. With Christine Jepsen rolling off, there was a need for a nominee for Vice-Chair.
 - Laura Bray (current Secretary) nominated herself and this provided the need for a nominee for Secretary. Sandy Ledford nominated herself for Secretary. The nominations received a motion to approve and second motion.
- c. There was agreement to keep the current meeting schedule of second Thursday of every other month.

Announcements:

The SRG reps rolling off were thanked for their service and given a gift bag as a token of appreciation from the group.

Adjournment:

With no additional new business to discuss the meeting was adjourned.

We will meet again on June 14th, 2012 at 11:00 am at the Milledge Center Large Conference Room.