

# BSAG Agenda

Wednesday, October 13, 2021

3:00 – 4:30 p.m.

[Zoom Link](#)

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I. **Welcome and Thank You Remarks:** Shawn Hill and Jared Peden

II. **Open Forum Discussion Topics (Requested by BSAG Members):**

- **Ideas on OneUSG Connect Approval Queue:** Angela Sparacello
- **Introducing Bob Curry:** Kathy McCarty, Bob Curry
- **FAME Posting Schedule:** Open Forum
- **Open Discussion**

III. **Committee Reports & Other Agenda Items**

- **Graduate Assistant Streamlining:** Diane Kirkwood, Chris Allinger, David Maddox, Shawn Hill

## Meeting Minutes

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I. **Welcome:**

- Shawn – Thanks for coming
  - Reminder on open forum topics

II. **Open Forum**

- **Angela Sparacello – Update: Proposal on OneUSG Enhancements** including Description in Approval Queues
  - Pilot group met and created proposal for enhancement to OneUSG
    - Hope to help in efficiency with: HR Dept Number, Pay Group, Etc
    - Looking to gather data for sharing in OneUSG Proposal
- **Kathy McCarty – Intro of Bob Currey**
  - Bob is new chief procurement officer. Bob is a UGA Alumni
- **Bob Currey introduction** – impressed w/ UGA community of leaders and team
  - 26 years in supply chain and procurement (mostly w/ Delta)
  - Thanks to Chad Cox for serving as interim for two months
- **FAME Posting Schedule** – Shawn Hill: Are FAME uploads still happening monthly? Is that enough given other considerations.
  - Elizabeth – Weekly uploads of Budget Journals into FAME
    - From FAME back to UGA Financials on the 15<sup>th</sup> of the month and at month close
  - Jenny Ramsey – Submitted request and asked questions related to new employee

- Experienced reporting delay and wanted to know when would be the best time to pull reports for Foundation and Payroll
  - Suggestion to post the schedule to the Fiscal Master calendar – Shawn to coordinate w/ Elizabeth Prince
  - Stephanie Harrison - Question about pulling on the 15<sup>th</sup> and after month close being close together – Explanation of the 1<sup>st</sup>-15<sup>th</sup> and 16-30<sup>th</sup> for transactional posting and getting the most data available
- **Jenny Ramsey – Merit Increase:** Aske about competency structure related to higher education. Example- employee obtains a master’s related to their job ( Paused w/ Pandemic)
  - Dean Fox picked it up in April and presented to Provosts and Deans
    - Answer was no other units had this but it was a great idea
  - HR Requested plan for what Deans are asking
  - Requested work group to create presentation for the deans and provost
  - Elizabeth Walker – Referenced the BOR policy that gave \$1000 one time bonus for related degrees
  - Jennifer Mathews – Ecology is meeting w/ HR on same topic
  - Sadie Brown – FMD gives increases for certifications
  - Sean Rogers – Vet med gives increases for certifications and time in post increases
    - Shawn asked if it was automatic or just made you eligible
    - Ex Radiology – Must have a radiological certificate for increase not surgery
  - Sarah Fraker – Similar conversation that required a written proposal similar to FMD and Police Department
    - Suggested comprehensibly for the University or even college may be to much and would require specific criteria for each job classification
  - Jenny – UGA should reflect the same as other MBA graduates w/ her that received additional compensation as a industry leader.
  - Diane Kirkwood – mentioned taskforce for job competencies and a rewards group working under Travis Jackson that might be similar work both started last week
  - Travis Jackson – in conjunction w/ new performance model. Researching what exists that is monetary and non-monetary in terms of rewards. Looking to come up w/ proposals by end of April and willing to work w/ and BSAG groups
    - Volunteers – Angela Sparacello, Jennifer Mathews, Shelly Terrazas, Sara Fraker, Anne-Marie Cunningham
- **Open Discussion**
  - Shawn Hill – CBOs are receiving spreadsheets on salary min and compensation compression and suggested asking BSAG
  - Susan Cowart – FAME discussion – Any updates to when Scholarship will be posted
    - EP – Scholarships through Sept 15 are in FAME. Email is to be sent when future postings occur because there is not a set schedule

- Working on a better definition between Scholarship Universe and FAME
- Graduate Assistant Streamlining:
  - Diane Kirkwood – 3<sup>rd</sup> year w/ OneUSG – High level of frustration in the area of Graduate Assistantship: late hiring and getting paychecks
    - Requesting more information about hiring and summer dates and looking to brainstorm shortcoming and to find opportunities to streamline exists practices
  - David Maddox – Want to use BSAG depth and breadth of knowledge to concentrate efforts on getting best bang for the buck w/ improvements
    - Group to discuss major issues w/ GA related to OneUSG and UGAJOBS
      - Rank problems w/ the idea of where most positions/problems can be impacted
      - Smaller group to get focused then bring suggestions back to BSAG at larger
  - Shawn Hill – Will you be willing to volunteer to target GA problems and solutions to identify the correct problem
  - Chris Allinger - Would you be willing to help create a process flow for streamlining and standardization across campus
    - Volunteers - Stephanie OKelley, Sadie Brown, Jennifer Mathews, Beth Allinger
  - David Maddox – use this to define a wider campus survey for prioritizing problems

Shawn Hill – Adjourned meeting