

VPFASRG Meeting

Minutes

July 7, 2015

Miller Learning Center Room 348

2:00PM

Meeting was called to order by Mark Robinson

Members in attendance: Amanda Brogdon, Julie Burt, Teresa Cash, Debi Chandler, Decatur Dunagan, Kathryn Flores (Sub), Mile Hale, Stuart Hammond, Amy Harper, Savannah Hembree, Michael Kajder, Roswell Lawrence, Gina Roberts, Mark Robinson, Charlton Scott, Tonya Seay, Deborah Smart, Andrea Thompson, Willie Thornton, Evelyn Wilhite

Members not in attendance: Ed Berry, Brent Canup, Gerald Fitch, Ashley Maxwell, Susan Mccullough, David Ragland, Noah Ray, Mary Stephens, Andrew Watts,

Roll Call, quorum was present

Mark welcomed and introduced our Guest Speakers : Ryan Nesbit, VP Finance and Admin and Juan Jarret Associate VP for Human Resources

Ryan Nesbit VP Finance and Admin

Ryan indicated that he is looking forward to continuing to work with us and trying to serve the mission of UGA in the best way possible and want to spend some time getting to know each of us haring what is on our mind.

He shared some personal data: Started in 1995 Facilities Planning Office, Budget Director for 13 years, serving on a interim basis as VP F&A July since 2013, assumed the roll on a permanent basis on April 1 2015. He is married to Dale and has been for 23 years, has 2 sons; Trent (13) and Luke(11). He takes his work responsibilities very seriously, but takes his husband and father responsibilities even more seriously when he hold true to those priorities he is more productive and more effective to the roles and responsibilities here at UGA.

Look forward to continuing to work with us and trying to serve the mission of UGA in the best way possible and want to spend some time getting to know each of us haring what is on our mind.

Introduce the group

Roswell Lawrence Sr Vp Office For Fin & Admin

– married 5 years in Nov an 8 month old son.

Tonya Seay – University Printing and duplicating
2001 UGA Bursar Office Married and have 3 kids

Gina Roberts Budget Office

- UGA 25 years Married with 3 kids, Twin girls almost 15 and 17 year old son

Savannah Hembree – Office of Emergency Preparedness

- At UGA 5 years, Married with and 8 year old, prior to working at UGA, worked at Athens Clarke County Police Department

Brett Jackson –Office of Vice President Finance and administration

- married with 3 children 10, 6 and 2

Michael Kajder – Office of University Architects

- been at UGA just over a year, his wife Terri is on the Faculty and they have two sons who are 8 and 10

Carlton Scott – Parking Services Electronics Tech

- 5 years at UGA this month getting married in October

Stuart Hammonds – Food Services

- 14 years in august, got his degree here and decided to stick around,
- 2 children 16 year old stepson and a daughter 12

Amy Harper – HR Benefits Accounting

- Can take money out of your check, but it is hard to put money in
- Married 25 years, 4 kids 2 out of college and 2 in college

Teresa Cash – Meal plan specialist in Food administration

- Started on April 1 in 2014
- Can from restaurant ownership and management
- Married 2 sons, 28 and 21

Debi Chandler- Food Service

Has been at UGA 7 years Married 5 years, with 5 granddaughters

Willie Thorton

UGA 7 years, responsible for 11 building

Married, Ovetia 3 sons, 26 30 and 32

Evelyn Willhite –

- 3 kids 41, 24 and 26 been here 24 years all of her children went to UGA

Andrea Thompson – Building Services

- 7 years, married 28 years with two sons

Katrina Pittman – (filling in for Kathryn Flores from Food Services)

- Started in Food Service in January, not married, has no children, does have loaner children but she gives them back

Julie Burt – Grounds Department

UGA 5 years, married 36 years, 2 grown children and 1 grandchild

Mandy Brogdon – Grounds Department and Training Specialist

- 1 daughter 12 who never lets Mandy stop

Mike Hale – Environmental Safety Division and Fire Safety

- Started March 1 2013, prior to UGA worked in Athens Clarke Fire Department for 31 years.
- Married 31 years with 2 grown children

Mark Robinson – O-House Dining Commons

- Been at UGA since 2008, very eligible bachelor with two dogs

Collectively the SRG Group has over 125 Years of Service at UGA and more than 32 children

Ryan expressed his appreciation for the role SRG plays in two very important areas

- Representation of Finance and Administration to UGA Staff Council
- Helping to keep the VP office informed of the type of questions and concerns that are on the minds of the staff of Finance and Administration

While he welcomes and values the thoughtful feedbacks and constructive suggestions SRG can provide, respective Associate VP and unit heads are very interested in hearing those things as well.

Feedback regarding the fear of retaliation for F&A being involved in staff organizations and events – appreciated that it has been brought to his attention. A new message from Finance and Administration, we are serving the Mission of UGA, "You Plus Me , We Elevate the G". Mention the message in response to the question of retaliation. Cooperation and collaboration are at the heart and the cord of who we are at F&A and most certainly contradict any type of environment of retaliation, VP Nesbit and his colleagues on the Senior staff want our staff to be very engaged on campus striving to work with others serve the mission of UGA the best way we can, continuing to elevate this great University. VP Nesbit will address the need for F&A leadership to support our staff being involved in campus staff organizations and staff events and the like, and making it very clear that that support needs to be extended to each and every one of our teammates in Finance and Administration. He wanted to be sure to get that message out at the outset of our discussion this afternoon. It is important to VP Nesbit for our staff to be involved in organizations like SRG and participate in events like the annual recognition ceremony. When they hear concerns about that being discouraged and some level of retaliation, they want to cut it off immediately and make sure everyone is on the same page.

Assistance is needed in raising awareness about SRG and providing some level of guidance in terms of membership as F&A continues to grow, to change and evolve. Over the past year, there have been some new faces and changes and

there will likely be more as we strive to align the organization in the best way possible to provide the support that we can in serving the mission of the University. Last year we hired three new member of the Senior Staff; Robert Holden came to UGA for the University of San Diego began serving as the Associate VP of Auxiliary Services in November, James Sure can to UGA from Wake Forest University began serving as our Senior Associate VP and Budget Director in February, Juan Jarrett from the University of Mass Amherst, began serving as our Associate VP Human Resources on April 1.

Juan Jarret – thanks for having him and thanked Ryan for inviting him to visit our group. Juan shared that when VP Nesbit invited him to come to UGA with an April 1 start date, Juan asked if this was an April Fool’s joke. VP Nesbit responded that if it was, the President pulled one on him not too long ago.

April 1st started working here part-time. He worked a week here in GA and then a week in MA as he still had some project to complete. He shared that he would not recommend working that way, while it was an interesting drive back and forth, he would not suggest that anyone else attempt it. Juan shared that he has been married over 30 years. He and his wife are getting settled in on the southeast side of Athens. They have a grown son, who will be visiting soon to see what his parents have done in Athens.

Juan shared that he is happy to be here at UGA. He said “It was a wonderful interview process”. He expressed that he felt at home here at UGA right away and explained that it was a compliment to this organization, that in every venue that he interviewed, talked or met, he felt people saying “Come here, we want you here, we need you here.” Juan said that he appreciated that warmth and support from everyone he met with.

Juan said that VP Nesbit had asked to talk about HR and the direction they were going in and some projects in their plate. He said that it was interesting that we had opened the meeting talking about family. The Provost and Ryan have challenged HR to look at Work/Life Balance issues. What can we do more with respect to our HR policies to help assist our faculty and staff with those? HR will be looking at several policies over the course of the year. HR will be looking at whether or not to pull together an office to help coordinate those issues for faculty and staff so if you have questions about certain thing that are impacting Work/Life balance you will have a resource to go to. We are in the formative stages of that, there still needs to be some discussion with Senior Leadership about how that rolls out but in addition to the formal request that went out about

how we can staff that component within HR, HR is also looking at some of the policies that may inhibit a family friendly Work/Life balance. Recently HR has updated the policy on Shared Leave and will be rolling that out. Changes will make that program more acceptable on campus and make it easier for people who are in dire need of having some paid leave giving them an easier path to pursue that. Look for that at the beginning of the academic year as HR rolls out that policy and change and HR will be talking to a number of forums about what exactly that means.

Some of the larger projects that are looming in HR:

- On track looking at the One USG Capital Management Enterprise Wide

Next SVPFASRG Meeting 2:00pm, August 19, Miller Learning Center Room 267
Meeting adjourned