Meeting was called to order by Stuart Ivy

**Members in attendance:** Tamala Foreman, Savannah Hembree, Mathew Mundy, Ken McDaniel, Teresa Cash, Jessica Owens, Talia Locarnini, Stuart Ivy, Chris Martin, Tina Marohl, Taylor West

**Members not in attendance:** Debi Chandler, Harold Waters, Shirley Burgess, Willie Thornton, Matthew Cormier, Ravisha Wijiweera

**Total members present:** 11 out of 17 active members

Roll Call, quorum was present

**New Member Introductions:**
Welcome Tina Marohl from Auxiliary!
- Introductions from old members to new member and vice versa

*several members had to leave the Zoom; meeting technically adjourned due to quorum no longer being met*

**Unofficial Business/Discussion**

**Old Business:**

Stuart Ivy called the meeting to order and previous meeting minutes were approved. Due to quorum no longer being met, a recap discussion of the Staff Resources Fair and strategies for increasing SRG attendance commenced:

- **Staff Resources Fair discussion**
  - estimated attendances based on pamphlets etc. was between 400-500 (previous year’s was closer to 700)
    - Notably few FMD personnel
  - Uncertainty in planning next year’s Staff Resources Fair based on situations and climate; intend to circle back to planning in a few months
  - Idea to share PowerPoint presentation/slides from presenters at SRF at onboarding with new employees to increase their awareness of these groups, etc.
    - Staff Council will determine and assign this at one of their meetings

- **Discussion of general topics/topics for next meeting:**
  - Members urged to brainstorm ways to add additional representatives to SRG to increase attendance
    - Online zoom call hosted with auxiliary (100+ people): results were poor, no one reached out to join following that meeting
New Business:

- Return to Campus Needs discussion
  - Members discussed using the SRG listserv to send circulate ideas that would be beneficial or protocols already in place that should be emphasized/practices in place that are problematic, etc.
    - Stuart Ivy announced intent to post to the listserv to start a conversation about these things following the meeting to generate conversation
  - FYI: Return to Campus training module for employees is live on PEP

- **Action item:** need for additional SRG representative for Staff Council
  - Members discussed SRG’s need to send an additional Staff council representative
    - Could not be voted on at the time due to quorum no longer being met

- **Action item:** initiating the conversation about “what makes working at UGA great?”
  - Members proposed starting a conversation centered on the prompt “what is one specific thing that you like about working at UGA?”
    - Proposed for conversation and posterity’s sake (ensure those aspects are preserved/talked about/recognized)
    - Intent to post question to listserv

- “What makes working at UGA great?” member discussion:
  - Potential vacuum with early retirees (management, institutional knowledge, coworkers, etc.)
    - There are retirement incentives for those that are close but there will be a limit/cap
      - (unsure if its university wide/case by case/per unit; communication coming via ArchNews)
    - Similar to critical hire, won’t be necessarily denied but would raise specific concern
    - Must commence by December 31 for it to be counted with severance package
      - State funds only, not applicable to grant funds
    - Historically, no overlap between person leaving and new person being added to position, but addressing this could provide opportunity for cross training, passing along institutional knowledge
      - Approval level must go up to AVP and FAVP and HR
      - Conversation: how would this work, who would be allowed, how would this play into a financial aspect versus value to workplace versus replacing that person or not replacing them?
Unfinished Business:

- Subcommittees:
  - Planning to increase or decrease current number of subcommittees
  - Planning to increase/decrease/change 3 members of current subcommittee
  - Subcommittee members should look for potential speakers and presenters for future meetings
    - Call for input for specific units (who would the members like to hear from?)
      - HR/benefits and open enrollment
        - Open enrollment updates – members expressed a desire to learn about updated costs and fees
        - Discussed assumption that healthcare costs will going down, but prescription costs will likely go up
  - Benefit from pandemic discussion
    - Members discussed that telecommuting options are being seen as more realistic and efficient
      - Question of if this could be somewhat implemented in the future for employee flexibility since employees have proven it is possible and effective?
      - Discussed desire for further conversation/policy moving forward

- F&A appreciation and New to F&A Day
  - Currently postponed indefinitely, depending on the outcome of the upcoming months