

VPFASRG Meeting
Minutes
July 15, 2020
Zoom Meeting Call
2:00PM

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 Wijeweera

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
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- 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

