

EAST GEORGIA STATE COLLEGE

Staff Council Meeting

Friday, November 21, 2014

The Staff Council meeting was called to order at 3:00 pm in the President's Conference Room. Statesboro campus and Augusta campus had no one available at the time of the meeting.

Call To Order

The meeting was called to order by Chair Angie Brown.

Approval of Minutes

Motion was made by Sonya Kirkland to accept the minutes of the October meeting as presented. Amanda Williams seconded the motion. With none opposed, the minutes were approved.

Member Updates

No one from Human Resources was present to give member updates.

Treasurer's Report

Chair Brown gave the report.

The current Staff Council balance is \$24.68 pending the USG Staff Council dues payment.

Holiday Luncheons

EGSC Augusta, Conference Room, December 5, 2014 at 1:00PM
EGSC Statesboro, Atrium, December 12, 2014 at 11:00AM
EGSC Swainsboro, RLB Hall, December 15, 2014 at 12:00PM
Chair Brown sent out the event email on November 19, 2014

Departmental News / Upcoming Events

On December 2nd the housing lenders will be on campus.

Dec 3rd – AAMI banquet

Dec 4th – Christmas Parade in Swainsboro

Dec 5th & 6th – Drama Club play, at 7:30pm

Dec 24th – Jan 2nd – campus closed

Jan 17th – Foundation Fundraiser

Updates on old business:

Membership Benefits Flyer

No committee members were present for update.

Yearly Funding

Chair Brown contacted Cliff Gay regarding possible yearly funding of Staff Council for officer travel, yearly dues, and the annual holiday luncheons. Chair Brown will follow-up.

Employee Morale

Chair Brown met with Dr. Boehmer on October 20th and discussed the employee morale issues presented at the previous meeting. Dr. Boehmer sent a follow-up letter to Chair Brown. The letter was read aloud at the meeting. It is attached to the minutes for review.

MyEats

We are working on having the menu for the Dining Hall, Common Grounds, Common Grounds II, and the EGSC Café added to the homepage.

Secret Pals

The Secret Pal final reveal has been scheduled for December 4, 2014 at 1:00PM in the Clubhouse behind the Villas.

New Business Items:

Jingle Bell Bingo

As a potential morale booster Staff Council is hosting Jingle Bell Bingo. All full time employees will receive a bingo card by December 1, 2014. Each day a new letter/number will be announced via email. The first three participants to hit bingo will receive a \$25 visa gift card provided by the EGSC Foundation.

The meeting adjourned at 3:30 pm.

The next meeting will be Friday, January 9th at 2:00PM.

The December meeting has been skipped due to Holiday Luncheons.

Attendees:

Swainsboro

Angie Brown

Tia Morris

Angie Williams

Sonya Kirkland

Christy Hutchings

Victor Poole

Amanda Williams

Statesboro: no members present

Augusta: no members present



EAST GEORGIA STATE COLLEGE

THE UNIVERSITY SYSTEM OF GEORGIA

131 COLLEGE CIRCLE
SWAINSBORO, GEORGIA 30401-2699
PHONE (478) 289-2027 • FAX (478) 289-2136
www.ega.edu

OFFICE OF THE PRESIDENT

November 10, 2014

Ms. Angie Brown
Chair, EGSC Staff Council
131 College Circle
Swainsboro, GA 30401

Re: Staff Council (Issues Raised for Discussion with the President)

Dear Angie:

I appreciate you taking time to meet with me on October 20, 2014 to discuss issues of concern to Staff Council.

I know that time did not permit us to address all of the issues of concern on your list. If you would like to meet again soon, please contact Susan Gray. Susan will be able to find a time for us to meet.

If Staff Council wishes, I would also be pleased to attend a Staff Council meeting (or meetings) for an open question and answer session. Again, please let Susan Gray know if you would like to arrange this.

Although we were unable to address all of the issues on your list, we did spend a significant amount of time addressing employee morale. As we discussed, this issue is of extremely high importance to me. The following are some thoughts of mine about this issue:

- Compensation is of course, a key factor in employee morale at EGSC. Lack of substantial pay raises at all USG institutions over for a long period of time has a significant and negative impact on morale. I have and will continue to advocate for additional funding for faculty and staff compensation. However, I cannot promise particular results since the state's economy, state tax receipts, competing priorities for state funds, and many other factors all play key roles in determining whether salary increases are possible. This certainly should not, however, be interpreted as a failure to recognize the importance of the issue. This is simply an issue which will require my sustained effort and attention over an extended time period.
- The rapid pace of change in higher education across the U.S. is unsettling for many faculty and staff members at colleges and universities. For example, the declining share of the cost of higher education covered by state funding is particularly troubling. At EGSC, it is obvious to me that the changes required in order for the college to respond to these external forces have been particularly unsettling. For example, decreases in state funding have required a prolonged hiring freeze at EGSC at the same time as state initiatives have required faculty and staff to take on

November 10, 2104

increased responsibilities. I understand the impact of this situation on morale. I ask that faculty and staff consider the fact that the austerity measures taken are those which I consider necessary for the college to remain financially viable during a difficult budgetary period.

- The change of the Swainsboro campus from a commuter campus to a residential campus has made the College's environment dramatically different. For example, the addition of residence halls, the return to a five-day class schedule, growth in athletic programs and the addition of food services have each changed the look and feel of campus. These changes are necessary elements of the College's plan to grow and thrive in the changing environment. These changes have, also, added responsibilities for many. I understand and appreciate the extra efforts of faculty and staff in responding to this important transition.
- Increased Focus on Policies and Procedures. As you are well aware, the federal and state regulatory environment for higher education has become far more demanding in recent years. This trend has required institutions of higher education all over the U.S. to pay dramatically greater attention to compliance issues. Since EGSC had for many years been characterized by a far more informal atmosphere, many now struggle with the increased emphasis on policy and procedure. Nonetheless, this is required in order to survive and thrive in the new environment. Again, I truly appreciate all of the effort expended by faculty and staff to meet these regulatory demands.

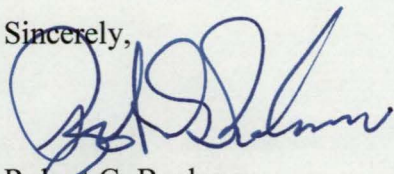
The above factors are, of course, only a few of those making it challenging to maintain a high level of employee morale as the College grows and adapts to its environment. I recognize that simply articulating these challenges does not solve the challenge of maintaining morale. I do hope, however, you will understand that I do appreciate the stresses the faculty and staff are facing and that I am making a good faith effort to address the situation.

In addition, please consider that low morale is not across the board. Individual faculty and staff members often express high levels of job satisfaction to me. Accordingly, unique and individual job circumstances may be the source of low morale in some individual cases. Those cases must, of course, be addressed confidentially with individual staff members and I will continue to make every effort to address those individual cases as they arise.

I hope this dialogue will continue in the future in a positive manner.

Thank you for your leadership.

Sincerely,



Robert G. Boehmer
President