

# USG Staff Council Business Meeting Summary

Date: Wednesday, June 18, 2025

Time: 10:00 AM – 12:00 PM

Location: Zoom

## MEETING HIGHLIGHTS

- Joe Strong, AVC of USG Total Rewards, delivered a comprehensive update on healthcare trends, cost drivers, and upcoming benefit changes.
- Valdosta State University confirmed as host for the 2025 Staff Council Conference; planning is well underway.
- FY26 Executive Committee election results were announced.
- Membership dues increased to \$100, with supporting talking points provided.
- Institutions shared innovative staff engagement and development initiatives.
- USG HR provided updates on system-wide analytics, training platforms, and ERP modernization.

## AGENDA SUMMARY

### Welcome & Call to Order

The Chair-Elect opened the meeting, welcomed attendees, and acknowledged the absence of the current Chair.

### Roll Call

A roll call was conducted via Zoom poll to identify institutional representation. The following institutions were represented:

- Abraham Baldwin Agricultural College
- Albany State University
- Atlanta Metropolitan State College
- Augusta University
- Columbus State University
- Dalton State College
- Georgia College & State University
- Georgia Gwinnett College
- Georgia Highlands College
- Georgia Institute of Technology
- Georgia Southwestern State University
- Georgia State University
- Kennesaw State University
- Middle Georgia State University
- South Georgia State College
- University of Georgia
- University of North Georgia
- University of West Georgia
- University System of Georgia Office

- Valdosta State University

## **Adoption of the Consent Agenda**

The consent agenda was adopted following a motion and second.

## **Review and Approval of April 2025 Minutes**

Approval was tabled due to missing names for motions. The Executive Committee will revisit this in the next meeting.

## **Treasurer's Report**

Current balance: \$3,874.75

Discrepancies due to duplicate travel reimbursements and a correctional withdrawal are being resolved with the USG Foundation.

## **Guest Presentation – Joe Strong, AVC, USG Total Rewards**

- Healthcare Cost Trends: Inpatient services, mental health, and pharmacy costs are the top drivers.
- GLP-1 Medications: Covered for diabetes, not for weight loss due to sustainability concerns.
- Well-being Programs: Transitioning back to payroll-based rewards; plans to improve awareness and engagement.
- Mental Health & EAP: Increased EAP usage and plans for on-campus pilot programs.
- Future Planning: USG faces an \$81M projected increase in healthcare costs for FY26.

## **Old Business**

- 2025 Staff Council Conference: Valdosta State University will host the conference on Sept. 30–Oct. 1. Registration is \$150. Hotel blocks are secured. Scholarships and raffles are under consideration.
- USG Staff Council Toolkit: A toolkit was shared to guide institutions interested in hosting future conferences.
- Bylaws Review: All institutions submitted bylaws. USG Staff Council bylaws are being updated and will be reviewed at the next business meeting.
- UGA Well-being Resolution: A resolution supporting an increase in the well-being credit from \$100 to \$600 is being drafted. Utilization data is being collected.

## **New Business**

- FY26 Executive Committee Election Results:
  - Chair: Angel Lovett
  - Chair-Elect: Will Jimerson
  - Treasurer: Nikki Marshall
  - Secretary: Keisha Whitaker
  - Parliamentarian: Rich Rogers
  - Webmaster: Jennifer Leyting
- USG HR Updates:
  - Launch of system-wide HR analytics dashboards
  - New training and development platform
  - Unified ERP implementation by 2028
  - Standardized exit interview process

- FY26 Membership Dues: Dues increased to \$100. Talking points were provided to help institutions justify the cost. Tiered pricing was suggested for future consideration.
- Future Conference Hosts: Applications are open through FY2030. Interested institutions include:
  - Coastal Georgia
  - Georgia College & State University
  - Savannah State University

## **INSTITUTIONAL SHARING**

### **Atlanta Metropolitan State College**

- Established a new Staff Senate with approved constitution and bylaws.
- Conducted elections for the first executive cabinet.
- Emphasized collaboration with executive leadership and internal engagement.

### **Georgia State University**

- Hosted two staff forums with university leadership, each drawing over 150 attendees.
- Organized active shooter webinars with 575+ participants.
- Distributed nearly \$3,000 in professional development funds.
- Launched a sustainability scavenger hunt and monthly newsletters.

### **Albany State University**

- Outlined monthly professional development and engagement events.
- Hosted emotional intelligence and customer service workshops.
- Received strong support from the university president for staff initiatives.

### **University of Georgia**

- Conducted a summer tour to extended campuses to improve inclusivity.
- Reinstated a university-wide staff appreciation event.
- Strengthened relationships between staff council and administration.

### **Augusta University**

- Hosted its first university-wide staff professional development conference with 200 attendees.
- Planning to relaunch staff awards program after a three-year hiatus.
- Working to align awards with USG incentive and recognition policies.

### **Columbus State University**

- Reinstated in-person staff orientation with executive leadership participation.
- Developed a structured onboarding experience including campus tours and lunch with staff.

### **Georgia Institute of Technology**

- Hosted a staff appreciation day with over 1,000 attendees.
- Secured permanent budget support from executive leadership.
- Planning to expand events to include second and third shift staff.
- Participating in strategic planning and executive searches.

### **Savannah State University**

- Hosted a joint faculty-staff appreciation day with awards, games, and giveaways.
- Secured \$25,000 in professional development funding from the president.
- Launched a back-to-school supply drive and monthly campus walks.
- Planning hurricane preparedness resources and interdepartmental mixers.

### **Middle Georgia State University**

- Focused on outreach and engagement through pop-up events and wellness activities.
- Hosted yoga sessions in the library and partnered with HR for wellness programming.
- Currently conducting elections and award selections.

### **Georgia Southern University**

- Held staff appreciation picnics across multiple campuses.
- Preparing for a staff council retreat and collaboration with East Georgia State College due to consolidation.

### **Georgia College & State University**

- Revised bylaws and implemented three-year delegate terms.
- Hosted 12 events and launched a new staff mini-conference.
- Increased social media engagement and professional development funding.
- Planning to establish a hardship fund and expand recognition programs.

### **Georgia Gwinnett College**

- Transitioning to align council terms with the USG fiscal calendar.
- Developing a new staff council website modeled after peer institutions.
- Researching best practices for engagement and communication.

### **ACTION ITEMS**

- Finalize and approve April 2025 meeting minutes at the next meeting.
- Distribute FY26 membership dues invoices to all institutions.
- Continue collecting well-being program utilization data to support the UGA resolution.
- Share the USG Staff Council Toolkit with all institutions.
- Form a selection committee to assign future Staff Council Conference hosts.
- Schedule and distribute calendar invites for FY26 meetings.
- Update delegate contact information and share the new Executive Committee roster.
- Monitor and support implementation of USG HR initiatives at the institutional level.