



UNIVERSITY OF GEORGIA

Staff Council

Making a great place to work even better!

April 26, 2017

Report to University Council

Staff Council meets monthly on the first Wednesday of the month. The minutes of our meetings this year are attached to this report.

A few highlights:

A program Staff Council has long advocated for, the Women's Staff leadership Institute, is now a reality, with its inaugural class now formed.

Along this same line of helping staff increase their value to the university is ongoing work to expand the EITS Mentorship Program to include mentorship opportunities for all disciplines. This very successful program began centered on Information Technology skills, soon expanded to include people skills, and a few years ago expanded again to all IT groups at USG institutions. We are working with HR Training and Development to introduce this opportunity to the entire campus. We have come this far with out a budget, so we are very comfortable saying this is the best return on investment at UGA.

We frequently have guest speakers, often members of upper administration, who graciously make themselves available to us to discuss matters of importance and answer all manner of questions. These interactions are among the very best rewards for service on Staff Council. The direct, unfiltered communication from line-level staff to and from the president, provost, vice presidents, and directors is extremely helpful, not only to members of council, but to our coworkers and supervisors, as well.

This leads to one of our prime focus issues, the exchange of information up and down the chain at UGA. Often cited as a significant problem, we are actively engaged in finding ways to improve communications. One area is the OneSource implementation, a major change in how nearly everyone here conducts their business. Communicating the when, why, and how is a huge task, yet critical to success.

Another prime focus issue is the staff classification system. We should not have to find another job in order to get a promotion, yet that is what the current system requires, producing

unnecessary and counterproductive job churn. I am very pleased to report that we now have strong commitment for moving towards a modernization of this archaic system.

One result that I am particularly proud of is the Annual Staff Appreciation Day. I brought the idea to President Morehead on his first day in office and he immediately took steps to make it a reality. It is a very big hit with the staff, giving thousands of us a special feel good day about where we work. It is a highly enjoyable celebration and is a wonderful experience in which to participate. If you are an administrator, dean, vice president, department head, or director, I invite you to come out to the intramural fields Thursday, May 11th from 10:00 to 2:00 and volunteer to hand out goodie bags, serve sno-cones, or just be there welcoming and thanking our staff.

Michael Lewis
Chair, UGA Staff Council